



# Tribal STAR

## Evaluation Summary

March 23, 2005

### INTRODUCTION

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On March 23, 2005, Tribal STAR held a Summit of Tribal and Non-Tribal managers and supervisors to increase positive outcomes for Tribal Foster Youth. The Summit was held at Mission Trains Regional Park in San Diego, CA from 9:00 AM till 4:30 PM. There were a total of 48 participants who signed in. Of the 48 people who signed in, 47 people completed the training while one person received an incomplete. Eight participants were awarded continuing education units. This represents five people who were awarded continuing education for LCSWs/MFTs credit and three people who were awarded continuing education for MCLE credit.

### METHOD:

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#### Satisfaction Surveys:

A total of 35 satisfaction surveys were collected. This satisfaction surveys asked participants to evaluate the Summit based on how satisfied they were with the Summit using their reaction to various statements. This survey is composed of 10 statements which the participant must rank from 1 to 7, with 1 representing “strongly disagree” and 7 representing “strongly agree.” Of the 10 statements, statements 4, 7, and 10 are phrased in the negative and thus a low score indicates a positive participant reaction. The satisfaction survey also asks the participants to write down any suggestions that they may have for changes or additions to the content of the training.

#### Pre/Post Tests:

A total of 33 participants returned their pre-test, while only 32 participants returned their post-test. From this, a sample of 27 was obtained. This sample represents those participants who turned in both a pre-test and a post-test.

The pre and post-tests were composed of eleven multiple choice questions based on the content of the training. The same questions on the pre-test appeared in identical form as on the post-test. In addition, the post-test contained three questions, questions 12-14, which asked the participant to state their opinion on how the Summit addressed collaboration between Tribal and non-Tribal entities. Question 12 asked the participant to select one of the five predetermined responses that the participant believed was the critical issue which the Summit addressed was the best way to increase collaboration between Tribal and non-Tribal entities. Question 13 asked participants to select one of the five predetermined responses which they thought would support their future efforts to collaborate with Tribal and/or non-Tribal entities. Part A of Question 14 asked participants to rate themselves on a scale of 1-5 (1 representing “Not-Improved” and 5 representing “Significantly Improved”) on how participating in the Summit enhanced their ability to collaborate with Tribal and/or non-Tribal entities for the purposes of responding to the needs of Tribal rural foster youth.

The pre-test were handed to the participant as they registered and the test were collected prior to the first break. The post-test were given to the participant at the end of the training and the tests were collected prior to the participants leaving the room.



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To match a participant's pre-test with their post-test, participants were asked to self select an identification code. This code was made up of the participants last four digits of their social security number and their month/day of their birth.

## RESULTS

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### Satisfaction Survey

Table 1 shows the mean scores per statement of the participants who turned in a satisfaction survey. The scale is on a 1 to 7 scale with 1 representing "Strongly Disagree" and 7 representing "Strongly Agree." Statements 4, 7, and 10 are stated in the negative so a low number indicates a positive participant reaction. On a whole, the training was well received with means above 6 for statements 1-3, 5-6, and 9 and means close to 1 or statements 4, 7, and 10. However, the arrangement of the content was rated slightly lower, with a mean of 5.6, as the participants felt that this may not have been the most effective use of the allotted time.

Table 1: Satisfaction Survey Results

Summary of Participant Reactions To Trainings	N	Mean*
1. As an overall evaluation, I think the class was excellent.	35	6.4
2. The content of the training appropriately addressed cultural issues and differences	35	6.6
3. The course content was appropriate for my present skills in this area.	35	6.2
4. The trainer did a poor job helping participants relate the course content and knowledge to the participant's job activities.	35	1.4
5. The content clearly matched the stated learning objectives.	35	6.0
6. The training content was interesting and well supported with examples, exercises, etc.	35	6.1
7. The trainer <b>did not</b> clearly demonstrate that he/she knows and understands how the concepts and issues of this training relate to child welfare practice.	35	1.2
8. The trainer arranged the content to make the most effective use of the allotted time.	35	5.6
9. The trainer demonstrated an excellent relationship with the participants by answering questions and responding appropriately to concerns raised.	35	6.4
10. The trainer made <b>poor</b> use of presentation styles other than lecture. (i.e. a/v, handouts, overheads, group discussion, case examples, Q+A, tests, etc.)	35	1.4

\* Scale is from 1 to 7 with 1 = Strongly Disagree and 7 = Strongly Agree. In statements 4, 7, and 10, the scale is reversed, so a low number indicates a positive participant reaction.



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Table 2 represents the comments for suggestions the participant may have had regarding changes or additions to the content of the training.

Table 2: Comments from the Satisfaction Survey Results

- This was a wonderful experience and it is good to know that there are people out there fighting for us children (thank you).
- More education on cultural differences. What are real goals and expectations of tribal youth.
- Please go through your well designed and detailed workbook for typo/editing needs.
- Start on time, be a little more organized; try to stay on task a little more. The cultural part was very essential and made it special.
- A little more stretching time (break).
- More input from panel (longer period of time for dialogues).
- Stay on task or time allotment.
- This was a great start but more is needed that is specific to ILS age teens and how to engage them and meet their needs.
- This was an excellent seminar!
- Need to extend to two days if possible.
- Keep up the good work!
- Bigger room. Have panel members stand so as to be heard more clearly.
- More invitations to Tribal Leaders. More information on intergenerational trauma.
- Next time include presentation by someone (child) who has lived successfully through the program. What worked well.

### Pre/Post Test

Table 3 shows the number and percent correct per participant for the pre-test and post test (n=27). On the pre-test, the mean number correct was 8.04 out of 11 (73.0%), median of 8 (72.7%), and mode of 8 (72.7%). On the post-test, the mean number correct was 8.67 out of 11 (78.8%), median of 9 (81.8%) and mode of 9 (81.8%).

The highest score on the pre-test was 10 correct (90.9%), while the lowest score was 5 correct (45.5%). For the post-test, the high score was 11 (100%), while the lowest score was 6 (54.6%).

Fourteen participants scored higher on the post-test as compared to their pre-test score, six participants received the same score on both the pre and post-test, while seven participants scored lower on their post-test as compared to their pre-test.



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Table 3: Pre/Post-Test Scores (Maximum Score =11, n=27)

Participant	PRE-TEST		POST-TEST	
	Number Correct	Percent Correct	Number Correct	Percent Correct
1	5	45.5	7	63.6
2	6	54.6	10	90.9
3	7	63.6	8	72.7
4	7	63.6	9	81.8
5	7	63.6	6	54.6
6	7	63.6	8	72.7
7	7	63.6	8	72.7
8	7	63.6	9	81.8
9	7	63.6	6	54.6
10	8	72.7	11	100
11	8	72.7	9	81.8
12	8	72.7	10	90.9
13	8	72.7	10	90.9
14	8	72.7	8	72.7
15	8	72.7	9	81.8
16	8	72.7	10	90.9
17	8	72.7	7	63.6
18	9	81.8	10	90.9
19	9	81.8	9	81.8
20	9	81.8	9	81.8
21	9	81.8	9	81.8
22	9	81.8	8	72.7
23	9	81.8	7	63.6
24	9	81.8	9	81.8
25	10	90.9	9	81.8
26	10	90.9	9	81.8
27	10	90.9	10	90.9
<b>AVERAGE</b>	<b>8.04</b>	<b>73.0</b>	<b>8.67</b>	<b>78.8</b>

Table 4 through 14 shows the response distribution per question for both the pre-test and the post-test. Question 9 was the most missed question with only 18.5% (both pre and post-test) of the respondents correctly identifying the appropriate response. This was followed by Question 10 where 25.9% of the respondents correctly identified the appropriate response on the pre-test. On the post test, the percentage of correct responses rose to 48.1%. The response distribution for Question 7 was also relatively low. Only 48.1% of the respondents answered the question correctly on the pre-test. However, 74.0% of the respondents correctly identified the appropriate response on the post-test.



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Table 4: Response Distribution for Question 1 - Indians were allowed to become citizens in what year? [C] 1924. (n=27)

	PRE-TEST					POST-TEST				
	A	B	C*	D	NA	A	B	C*	D	NA
Raw Score	0	1	25	1	0	0	0	23	2	2
Percent	-	3.7%	92.6%	3.7%	-	-	-	85.2%	7.4%	7.4%

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 5: Response Distribution for Question 2 - True or False: Federal recognition of a tribe is an important part of the Indian Child Welfare Act. [A] True. (n=27)

	PRE-TEST			POST TEST		
	A*	B	NA	A*	B	NA
Raw Score	25	2	0	24	3	0
Percent	92.6%	7.4%	-	88.9%	11.1%	-

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 6: Response Distribution for Question 3 - Generally, if a social worker believes a youth is a member of a tribe they should? [D] Follow ICWA and local protocols for notification and placement. (n=27)

	PRE-TEST					POST-TEST				
	A	B	C	D*	NA	A	B	C	D*	NA
Raw Score	0	0	0	27	0	2	0	0	25	0
Percent	-	-	-	100%	-	7.4%	-	-	92.6%	-

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 7: Response Distribution for Question 4 - Which of the following is more representative of Indian values than mainstream values? [C] Passiveness, sharing, silence. (n=27)

	PRE-TEST					POST-TEST				
	A	B	C*	D	NA	A	B	C*	D	NA
Raw Score	1	4	22	0	0	1	1	25	0	0
Percent	3.7%	14.8%	81.5%	-	-	3.7%	3.7%	92.6%	-	-

\* Represents Correct Response  
NA Represents no response or multiple responses.



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Table 8: Response Distribution for Question 5 The process by which several agencies or organizations make formal, sustained commitment to work together to establish a common mission is called: [A] *Collaboration*. (n=27)

	PRE-TEST					POST-TEST				
	A*	B	C	D	NA	A*	B	C	D	NA
Raw Score	27	0	0	0	0	27	0	0	0	0
Percent	100%	-	-	-	-	100%	-	-	-	-

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 9: Response Distribution for Question 6 - Native American historical tradition: [C] is largely oral. (n=27)

	PRE-TEST					POST-TEST				
	A	B	C*	D	NA	A	B	C*	D	NA
Raw Score	2	0	22	2	1	1	0	24	0	2
Percent	7.4%	-	81.5%	7.4%	3.7%	3.7%	-	88.9%	-	7.4%

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 10: Response Distribution for Question 7 - The Indian Project of 1958 co-sponsored by the Child Welfare League of America and the Bureau of Indian Affairs had the following effect: [C] placed Indian children in non-Indian homes. (n=27)

	PRE-TEST					POST-TEST				
	A	B	C*	D	NA	A	B	C*	D	NA
Raw Score	4	0	13	9	1	1	0	20	4	2
Percent	14.8%	-	48.1%	33.3%	3.7%	3.7%	-	74.0%	14.8%	7.4%

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 11: Response Distribution for Question 8 - True or False: The Indian Child Welfare Act was passed in 1978 in response to the assimilation and termination of policies of the 20<sup>th</sup> Century (e.g. boarding schools). [A] *True*. (n=27)

	PRE-TEST			POST TEST		
	A*	B	NA	A*	B	NA
Raw Score	26	1	0	26	1	0
Percent	96.3%	3.7%	-	96.3%	3.7%	-

\* Represents Correct Response  
NA Represents no response or multiple responses.



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Table 12: Response Distribution for Question 9 - True or False: Child Welfare Services and Chafee Foster Care Independence Program funded Outcomes for youth to achieve self-sufficiency is also considered a positive outcome from a Tribal perspective. [B] *False*. (n=27)

	PRE-TEST			POST TEST		
	A	B*	NA	A	B*	NA
Raw Score	19	5	3	22	5	0
Percent	70.4%	18.5%	11.1%	81.5%	18.5%	-

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 13: Response Distribution for Question 10 - Urban Indian population grew more rapidly because of legislation passed in: [D] 1953. (n=27)

	PRE-TEST					POST-TEST				
	A	B	C	D*	NA	A	B	C	D*	NA
Raw Score	10	5	3	7	2	6	5	1	13	2
Percent	37.0%	18.5%	11.1%	25.9%	7.4%	22.2%	18.5%	3.7%	48.1%	7.4%

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 14: Response Distribution for Question 11 - It is important to understand the events in Indian history because: [D] *it is necessary to understand Tribal people today*. (n=27)

	PRE-TEST					POST-TEST				
	A	B	C	D*	NA	A	B	C	D*	NA
Raw Score	0	0	6	19	2	0	2	4	20	1
Percent	-	-	22.2%	70.4%	7.4%	-	7.4%	14.8%	74.1%	3.7%

\* Represents Correct Response  
NA Represents no response or multiple responses.

Table 15-17 represent the distribution of responses for Questions 12-14. These questions asked the participant to state their opinion on how the Summit addressed collaboration between Tribal and non-Tribal entities. While Questions 13 and 14 were both asked on the pre and post-test, only the post-test scores are reported. This is due to the nature of the questions asking the participant to base their opinion on the training itself. Responses for Questions 12-14 are based on all post-test collected (N Post-Test =32).

Table 15 shows the distribution of the responses for Question 12. This question asked the participant to select one of five predetermined responses that the individual believed was the critical issue which the Summit addressed was the best way to increase collaboration between Tribal and non-Tribal entities. Nineteen respondents (59.4%, N=32) believed that “[B] Communication” is the best critical issue that the Summit addressed to increase collaboration.



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This was followed by “[C] ICWA” (15.6%, n=5), “[A] Cultural Differences” (9.4%, n=3), and “[D] Knowledge of Services” (3.1%, n=1). No participant responded that “[E] Housing Resources” was the best critical issue that the Summit addressed to increase collaboration. Four individuals (12.5%) either responded with multiple responses or did not respond to the question at all.

Question 13 asked participants to select one of the five predetermined responses which they thought would support their future efforts to collaborate with Tribal and/or non-Tribal entities. Table 16 shows the response distribution for Question 13. The majority of responses responded that “[A] Cultural Knowledge” and [B] Knowledge of Resources” are the methods that would support their future efforts to collaborate with Tribal and/or non-Tribal entities (43.8% and 40.6% respectively). Three participants (9.4%) responded that “[C] Tribal Leadership” as the method that would support their future efforts to collaborate with Tribal and/or non-Tribal entities, while two individuals (6.3%) believed that “[E] ICWA” is the method of support. No participant responded that “[D] Protocol” is the best method of support.

Table 15: Response Distribution for Question 12 - Circle the critical issue you feel was most successfully addressed to increase collaboration between Tribal and non-Tribal entities. (N=32)

	A	B	C	D	E	*
Raw Score	3	19	5	1	0	4
Percent	9.4%	59.4%	15.6%	3.1%	-	12.5%

\* Represents the respondent either didn't respond to the question or marked down two or more responses.

Table 16: Response Distribution for Question 13 - What information from today's Summit will most support your future efforts to collaborate with Tribal and/or non-Tribal entities? (N=32)

	A	B	C	D	E	*
Raw Score	14	13	3	0	2	0
Percent	43.8%	40.6%	9.4%	-	6.3%	-

\* Represents the respondent either didn't respond to the question or marked down two or more responses.

Part A of Question 14 asked participants to rate themselves on a scale of 1-5 (1 representing “Not-Improved” and 5 representing “Significantly Improved”) on how participating in the Summit enhanced their ability to collaborate with Tribal and/or non-Tribal entities for the purposes of responding to the needs of Tribal rural foster youth. Table 17 shows the distribution of scores for Part A of Question 14. Four respondents (12.5%, N=32) stated that participation in the Summit “improved” their ability to collaborate with Tribal and/or non-Tribal entities for the purpose of responding to the needs of Tribal rural foster youth. Twenty respondents (62.5%) indicated that they were a “4” on the scale, while eight respondents (25.0%) responded that participation “significantly improved” their ability to collaborate with Tribal and/or non-Tribal entities. The average score was a 4.1 (N=32).



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Table 17: Response Distribution for Part A of Question 14 - On a scale of 1-5 (1 being “Not Improved”) how has your participation enhanced your ability to collaborate with Tribal and/or non-Tribal entities for the purposes of responding to the needs of Tribal rural foster youth? (N=32)

	1	2	3	4	5	*
<b>Raw Score</b>	0	0	4	20	8	0
<b>Percent</b>	-	-	12.5%	62.5%	25.0%	-

\* Represents the respondent either didn't respond to the question or marked down two or more responses.

Table 18 and 19 represents the responses to the open-ended question of Question 14. Table 17 represents the individual responses for what recommendations that they would have for future trainings, while Table 18 represents the additional comments that the participant may have had.

Table 18: Responses to “Recommendations for future trainings”

- |   |
|---|
| <ul style="list-style-type: none"> <li>• There is so much to learn!</li> <li>• Include schools and law enforcement, especially sheriffs.</li> <li>• Keep up the good work.</li> <li>• Just continue education piece.</li> <li>• Try to get to know the culture and the person.</li> <li>• Contact list of all attending agencies and supportive services.</li> <li>• It was great. Thank you.</li> <li>• Great training. Hope you can come to Fresno.</li> <li>• Tribal resources available to tribal youth.</li> <li>• More specific information on resources and how they are implemented.</li> <li>• Strengthen empowerment of the attendees. Get the message to them that they have the power/influence their agencies and coworkers.</li> <li>• Have slides go with lecture. Inform people of where speaker is in relation to booklet.</li> <li>• Culture</li> </ul> |
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Table 19: Responses to “Additional Comments”

- Great work by the team. Synergism and ideas for collaboration was terrific.
- Tribal STAR does an excellent job. Thank you.
- Absolutely fabulous training! A very welcome, family atmosphere. The time flew by! Also, excellent trainers with a broad range of knowledge.
- Come and develop a program for LA County.
- Thank you for allowing me to have such a wonderful experience.
- Give me ideas on how to introduce collaboration efforts between Indian Community and County Resources.
- This is not a place to air out tribal politics. What matters is what we are doing to change outcomes to be positive!
- The training, which was very informative, did not hit on most of the questions on the test.
- Panel of foster youth was very effective.
- Would like to see more of culture awareness and how to interact with Native American families and tribal leaders.
- Kudos!
- Thank you for wanting to make a change in the system to Native Foster Youth.

### SUMMARY

Overall, the Summit was rated as excellent (mean=6.4, N=35), with the content appropriately addressing the cultural issues and appropriate for the participants present skills in this area (mean=6.6 and mean=6.2 respectively, N=35). The content clearly matched the stated learning objectives (mean=6.0), interesting and well supported (mean=6.1). The trainer was seen to demonstrate an excellent relationship with the participants (mean=6.4) and made well use of presentation styles other than lecture (mean=1.4<sup>1</sup>). Comments regarding this training ranged from “a wonderful experience” and “Keep up the good work!” to “be a little more organized” and “stay on task or time allotment.”

Regarding acquisition of knowledge, roughly half of the participants (n=14) showed a gain in knowledge when their pre-test was compared to their post-test. Overall, the mean on the pre-test (73.0%, n=27) rose for the post-test (78.8%, n=27).

Participants gained knowledge in the area of when the Urban Indian population grew more rapidly because of when legislation was passed (Question 10) and the effect of the Indian Project of 1958 (Question 7). However, participants struggled with the concept of how Child Welfare Services and the Chafee Foster Care Independence Program funded Outcomes for youth is a

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<sup>1</sup> This statement was stated in the negative, thus the scale is reversed and a low number indicates a positive participant reaction.



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negative outcome from a Tribal perspective (Question 9). Participants showed no significant acquisition of knowledge on the other eight questions.

Participants felt that “[A] Communication” was the critical issue which the Summit addressed was the best way to increase collaboration between Tribal and non-tribal entities (59.4%, N=32). They also felt that “[A] Cultural Knowledge” and “[B] Knowledge of Resources” are the methods that would support the participants efforts to collaborate with Tribal and/or non-Tribal entities.

Overall, participants self reported that participation in the Summit “Improved” (mean=4.1) their ability to collaborate with Tribal and/or non-Tribal entities for the purpose of responding to the needs of Tribal rural foster youth.

In the end, participants stated that the Summit “was great,” “excellent,” “fabulous,” and “very informative.” Two participants asked for Tribal STAR to develop training programs for their counties specifically.