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Through this information collection, ACF is gathering data on the Tribal Lead Agency's grant program to understand the design and effectiveness of the program and to inform technical assistance needs. Public reporting burden for this collection of information is estimated to average 120 hours per response for Part I (for all Tribal Lead Agencies) and 24 hours per response for Part II (for medium and large Tribal Lead Agencies), including the time for reviewing instructions, gathering and maintaining the data needed, reviewing the collection of information. This collection of information is required to retain a benefit (Pub. L. 105-285, section 680(b) as amended). An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information subject to the requirements of the Paperwork Reduction Act of 1995, unless it displays a currently valid Office of Management and Budget (OMB) control number. The OMB # is 0970-0198 and the expiration date is 04/30/2025. If you have any comments on this collection of information, please contact Meryl Barofsky, Office of Child Care, by email at [Meryl.Barofsky@acf.hhs.gov](mailto:Meryl.Barofsky@acf.hhs.gov).



## **Child Care and Development Fund for Tribal Lead Agency: Sault Ste. Marie Chippewas**

*FFY 2023–2025*

*Plan Status: Certified as of 2022-09-22 21:16:18 GMT*

This Plan describes the Child Care and Development Fund (CCDF) program to be administered by the Tribal Lead Agency for the period from 10/1/2022 to 9/30/2025. 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 can 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 (Public Law [P.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 U.S. Department of Health and Human Services (HHS) to determine how the new provisions would apply to Tribes.

In September 2016, the CCDF Final Rule was released outlining the regulatory requirements for the CCDF program based on the CCDBG Act of 2014. The CCDF program requirements protect the health and safety of children in child care; help families 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 allocation: Tribal Lead Agencies with small, medium, and large allocations. The CCDF Final Rule exempts *Tribal Lead Agencies with small allocations* (less than \$250,000 in fiscal year [FY] 2016) from the majority of the CCDF program requirements, allowing those Tribal Lead Agencies more flexibility in how to spend their CCDF program funds and how to focus those funds on health and safety and quality activities. *Tribal Lead Agencies with small allocations* must spend their CCDF program funds in alignment with the goals and purposes of the CCDF program and must comply with the health and safety, monitoring, background checks, and quality spending requirements. To align with these limited CCDF program requirements, *Tribal Lead Agencies with small allocations* will complete an abbreviated CCDF Plan. This approach balances increased flexibility with accountability, and allows *Tribal Lead Agencies with small allocations* to spend their CCDF program 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 Final Rule. This CCDF Plan Preprint consists of two parts, which are aligned with the flexibilities that Tribal Lead Agencies have based on the size of their CCDF allocation.

Part I (*for Tribal Lead Agencies 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
- 4) *Tribal Lead Agencies With Small Allocations*: Direct Services.

Part II (*for Tribal Lead Agencies 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
- 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 OCC through the CARS system 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.

Note: All requirements not fully implemented in accordance with CCDF regulations are subject to compliance actions, such as corrective actions and/or penalties.

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.

# 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 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?

#### 1.1.1.1 Tribe or Tribal Consortium Information:

Official name of the federally recognized Tribe as listed in the *Federal Register* or Tribal Consortium:

**Sault Ste. Marie Tribe of Chippewa Indians**

Name of Tribal Chair, President, or Leader: **Austin Lowes**

Title: **Chairperson**

Address: **523 Ashmun Street**

City, State, ZIP Code: **Sault Ste. Marie, Michigan, 49783**

Telephone number: **9066356050** Ext:

Email address: **alowes@saulttribe.net**

### 1.1.2 Tribal Consortium

Tribal Consortiums refer to a partnership between two or more Tribal governments authorized by the governing bodies of those Tribes to allow the Tribal Consortium to apply for and receive funding on behalf of the member Tribes.

#### 1.1.2.1 Are you a Tribal Consortium?

No (Skip to Section 1.2)

Yes

#### 1.1.2.2 Participating Member Tribes/Alaska Native Villages

Provide a comprehensive list of the participating member Tribes/Alaska Native villages and include demonstrations from the consortium's participating Tribes indicating that the consortium has the authority to seek funding on their behalf. Each consortium member must provide a demonstration every three years for the consortium Lead Agency to include with the plan submission. The purpose of the demonstration is to show that the member has authorized the consortium Lead Agency to act on its 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.

Confirm the consortium members:

Consortium Member	Demonstration Letter for Each Consortium Member (attach letter)
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\*\*\*The CARS system will prepopulate consortium members from FY 2020 child count. Tribal Lead Agency should confirm each tribe listed is currently a member and update with any changes.

**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 program funds.

#### 1.1.2.3 Coordinated Services on behalf of participating member Tribes/Villages

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)).

Describe how child care services are provided to each member of a Tribe/village:

### 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, 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 Designated Agency

##### 1.2.1.1 Designated Agency by the Tribe or Tribal Consortium

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

Name of Tribal Lead Agency: **Anishnaabek Community and Family Services**

Web address for Tribal Lead Agency (if any): <https://saulttribe.com/membership-services/acfs>

### 1.2.2 Tribal CCDF Administrator

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

#### 1.2.2.1 Contact information for the Tribal CCDF Administrator:

Name of Tribal CCDF Administrator: **Juanita Bye**

Title: **Division Director**

Mailing address: **2218 Shunk Road**

Physical address (if different than mailing address):

Phone number: **9066325250** Ext:

Cell phone number: **9064407815**

Email address: **jbye@saulttribe.net**

#### 1.2.2.2 Contact Information for Tribal CCDF Co-Administrator/Assistant Administrator (if applicable):

Name of Tribal CCDF Co-Administrator/Assistant Administrator: **Patricia Sterling**

Title: **CCDF Coordinator**

Mailing address (if different from above):

Physical address (if different than mailing address):

Phone number: **9066325250** Ext:

Cell phone number:

Email address: **psterling@saulttribe.net**

### 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



- A contract with a local agency to operate the Tribal Lead Agency’s child care program (including determining family eligibility and issuing payments to child care providers or providing high-quality activities).

### 1.3.1 Direct Administration and Operation

#### 1.3.1.1 Administration and operation of the CCDF Program

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. **Skip to 1.4.**

No, the Tribal Lead Agency **will not** directly administer and implement all aspects of the CCDF program.

#### 1.3.1.2 Names of entities that will administer and/or operate aspects of the CCDF program

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

1. What processes will the Tribal Lead Agency use to monitor administrative and implementation responsibilities performed by other agencies? Describe:
2. Optional: Include copies of the contracts or agreements as Attachment #: Document was not provided by TLA

## 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.

### 1.4.1 Consultation and Representation

#### 1.4.1.1 Entities Consulted by Tribal Lead Agency

Describe how the Tribal Lead Agency consulted with representatives of general purpose local and Tribal governments, and any other entities in the development of this plan. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services consulted with Sault Ste. Marie Tribe of Chippewa Indians Board of Directors, Sault Ste. Marie Tribe of Chippewa Indians Early Childhood Education Program, the Office of Great Start and the Michigan Department of Education in the development of this plan by providing training, attending meetings, and conference calls to coordinate efforts to provide quality child care access to eligible members of the Sault Ste Marie Tribe of Chippewa Indians.**

#### 1.4.2 Public Hearings

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(e)).

**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, 2022. 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 by responding to the questions below:

1.4.2.1 Date(s) of public hearing notice(s) (at least 20 calendar days prior to the public hearing): **2/1/2022**

1.4.2.2 Date(s) of public hearing(s) (no earlier than January 1, 2022): 2/23/2022

1.4.2.3 Location(s)/ of the public hearing(s), including virtual: Anishnaabek Community and Family Services  
2218 Shunk Road, Sault Ste. Marie, Michigan 49783

1.4.2.4 How was the public notified of the public hearing? Check only those that apply:

Family newsletter

Tribal/local media

Internet—provide website(s): <https://saulttribe.com/membership-services/acfs>

Social media (e.g., Facebook, Twitter)

Posting on community bulletin board or some other message board

Other. Describe:

1.4.2.5 Input from the public hearing(s) in the development of the final Plan.

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 incorporated into the plan in the following ways:

Other. Describe:

1.4.2.6 Content of the Plan available to the service area prior to the public hearing.

How was the content of the Plan made available throughout the service area prior to the public hearing? Check only those that apply:

Tribal offices (including CCDF offices)

Internet. Provide website(s): <https://saulttribe.com/membership-services/acfs>

Email

Other. Describe:

#### 1.4.3 Plan Availability to the Public

*Tribal Lead Agencies 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.

*Tribal Lead Agencies with large and medium allocations* should post their Plan and Plan amendments on a website to the extent practicable.

#### 1.4.4 Final CCDF Plan and Plan Amendments available to the public.

Describe how the Tribal Lead Agency makes the final CCDF Plan and any subsequent Plan Amendments available to the public to the extent practicable: **Tribal Lead Agency Anishnaabek Community and Family Services makes the CCDF Plan available in hard copy and on the website.**

### 1.5 Indian Child and Indian Reservation or Service Area (AUTO FILLED FROM APPENDIX 1 SUBMISSION)

Identify which Indian child(ren) are counted in the Tribal Lead Agency's 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.

Although 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 CCDBG Act's definition of Indian Tribe (98.2).

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

- 1.5.1.1 The Tribal Lead Agency defines an "Indian child" as: An Indian child is a child, under the age of 18 years, who is an enrolled member of the Sault Ste. Marie Tribe of Chippewa Indians or is eligible to be enrolled. Children under the age of 18 years are eligible for membership if the child is born to or adopted by an enrolled member of the Sault Ste. Marie Tribe of Chippewa Indians.

Although, the Tribe defines Indian Child as 18 and under, for CCDF eligibility and children included in the Child Count report is limited to children under the age of 13/up to age 12.

#### 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 reasonably close geographic proximity to the borders of a Tribe's reservation (except for 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. Tribal Lead Agencies can limit services within the reservation boundaries or go beyond the reservation boundaries.

If a Tribal Lead Agency establishes a different service area than the borders of the Tribe's reservation or existing service area for CCDF purposes, it must be within reasonably close geographic proximity (658O(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 "[the participant] resides within 20 miles of the reservation boundaries."

1.5.2.1 The Tribal Lead Agency defines the Reservation/Service Area as: The Tribal Lead Agency defines the reservation or service area as: A 7 (seven) County Service Area located in the Upper Peninsula of Michigan includes Chippewa, Luce, Mackinac, Alger, Delta, Schoolcraft, and Marquette Counties.

1.5.2.2 Optional: Attach a clearly labeled map of the service

Optional: In addition to the description above, a clearly labeled map of the service area is attached.  
Attachment #: **Document was provided by TLA**

## 1.6 Child Count

For the purposes of determining a Tribe/Tribal organization's annual CCDF program funding level, **the Tribal Lead Agency is required to conduct and submit a triennial child count of children younger than age 13**, as defined in 98.81(b)(2)(i). The Child Count Declaration will be submitted every 3 years with the triennial Plan. For the FY 2023 – FY 2025 Plan period, the child count must be submitted by July 1, 2022. For new Tribal Lead Agencies entering outside the Plan cycle, the child count will be submitted with their CCDF Plan.

The Tribal child count will be effective from October 1, 2022, to September 30, 2025, and will be valid for 3 years. If the consortium 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 who reside in the designated service area.

Tribes that operate under an approved P.L. 102-477 Plan shall submit their triennial child counts of children younger than age 13 by July 1, 2022. The child counts will be effective from October 1, 2022, through September 30, 2025. Complete the "Child Count Declaration" at **Appendix 1-A**. The form also requests P.L. 102-477 Tribes that would like to make a request for reallocated Tribal discretionary funds to indicate that by checking "yes" or "no" if these funds become available.

## 1.6.1 Adjacent and Overlapping Service Areas

### 1.6.1.1 Adjacent and Overlapping Service Area(s) of other Tribal Lead Agencies

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

Identify those other Tribal Lead Agencies with neighboring or overlapping service areas.

Describe: **The Bay Mills Indian Community is in the Sault Ste. Marie Tribe of Chippewa Indians 7 County Service Area. The Bay Mills Indian Community is located approximately 16 miles west of Sault Ste. Marie, Michigan.**

Describe the Tribal Lead Agency's process for ensuring unduplicated child counts for this overlapping service area: **The Bay Mills Indian Community provides their residents with a Boys and Girls Club with their CCDF families who must be Bay Mills Members. This program does not include the Sault Ste. Marie Tribe of Chippewa Indians in their services. Likewise, Tribal Lead Agency Sault Ste. Marie Tribe of Chippewa Indians only provides CCDF services to Sault Ste. Marie Tribe of Chippewa Indians members.**

## 1.6.2 Child Count Declaration

### 1.6.2.1 Complete the "Child Count Declaration" at **Appendix 1**.

A Tribal Consortium must submit an individual Child Count Declaration, signed by an individual authorized to act for the Tribe, for each participating Tribe; 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 Types of CCDF Providers

The Final Rule established three categories of care:

- Center-based child care: Group care provided in a facility outside of the child's or provider's home
- Family child care: Care provided in a private residence other than the child's residence
- In-home child care: Care provided in the child's home

Tribal Lead Agencies have flexibility in the types of child care providers that offer direct care to families and children. For example, a Tribal Lead Agency may provide direct child care services through a Tribally Operated Center, or a Tribal Lead Agency with a small allocation may not offer direct services at all. In addition, Tribal Lead Agencies may choose to regulate child care providers through a state licensing agency rather than a Tribal agency.

### 1.7.1 Providers That Offer Direct Services

#### 1.7.1.1 Types of providers offering direct services to families and children.

Select the types of providers that offer services directly to families and children in the Tribal CCDF Program. The following list includes some variation in describing the types of direct service providers in the Tribal CCDF program, but additional sections will refer to the three categories of care. Check only those that apply:

- Tribally Operated Center(s)
- Tribally regulated (or licensed) center-based providers (not operated by the Tribal Lead Agency)
- Tribally regulated (or licensed) family child care providers
- State-licensed center-based providers
- State-licensed family child care providers
- License-exempt center-based providers
- License-exempt family child care providers
- Relative care providers over age 18
- In-home providers (care in the child's home)
- This Tribal Lead Agency does not offer direct services to families through the Tribal CCDF Program.  
(Only Tribal Lead Agencies with small allocations can opt to not offer direct services.)

### 1.8 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, the Temporary Assistance for Needy Families program, etc. (658D(b)(1)(D); 98.14(a)(1)(i-xiv); 98.14(a)(4)).**

#### 1.8.1 Coordination of the delivery of CCDF services with state or Tribal agencies or entities.

Tribal Lead Agencies must demonstrate in the Plan how they encourage partnerships among Tribal 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.

Describe the ways that 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, the process for coordinating). Check and describe only those that apply:

- Public health, including the agency responsible for immunizations. Description/Results: **Tribal Lead Agency Anishnaabek Community and Family Services coordinates efforts with the Sault Ste. Marie Tribe of Chippewa Indians Health Services Division and the County Health Departments for Health and Safety Training, information, referrals for immunizations, and as partners in community events. Tribal Lead Agency also coordinates efforts with the Sault Ste. Marie Tribe of Chippewa Indians Nutrition program Registered Dieticians for menu planning, food allergies and training.**
- Employment services/workforce development. Description/Results: **Tribal Native Employment Works and General Assistance Programs-Tribal Lead Agency also administers both BIA funded General Assistance (GA) and HHS funded Native Employment Works (N.E.W.) programs throughout the 7 County Service Area. At the GA and NEW Case Manager's recommendation, a GA or NEW**

program participant may be eligible to receive Tribal CCDF services for a limited time and specific work-readiness activities.

Workforce Innovation and Opportunity Act-The Sault Ste. Marie Tribe of Chippewa Indians administers a Workforce Innovation and Opportunity Investment Act (WIOA) Program. Tribal members participating with the Tribal WIOA program are eligible to apply to Tribal CCDF funds while they are participating in WIOA subsidized employment. Tribal WIOA offers On-The-Job Training, Work Experience, Summer Youth Employment Program, Classroom Training and Senior Employment Program. The local counties in the 7 County Service Area also administer WIOA programs through the local State of Michigan Michigan Works!.

- [x] Public education. Description/Results: **Most Elementary Schools throughout the Sault Ste. Marie Tribe of Chippewa Indians 7 County Service Area offer before and after school child care activities at no charge to parents. Service coordination results in participating parent being made aware of Sault Ste. Marie Tribe of Chippewa Indians CCDF program services, coordination of resource fairs and participating in community events such as Pow-wows and special projects such as Back Pack Events. Sault Ste. Marie Tribe of Chippewa Indians Early Childhood Education Program promotes Kindergarten Round-Up events with local Elementary Schools in Chippewa and Mackinac Counties. Tribal Lead Agency also coordinates efforts with the Department of Education to obtain License Exempt status for Tribal Licensed Child Care Centers and Family/Group Child Care Homes. Department of Education also provides an updated list of recently closed child care centers in an effort to coordinate Tribal/State relationships. Department of Education also invites the Tribal Communities to comment on their CDC Plan.**
  
- [x] Temporary Assistance for Needy Families program. Description/Results: **Tribal Lead Agency Anishnaabek Community and Family Services refers CCDF clients to the local Michigan Department of Health and Human Services for TANF, Child Care, Emergency Needs and Medicaid when Tribal services are unavailable or assistance is needed above what the Tribal services can do.**
  
- [x] Child care licensing. Description/Results: **Tribal Lead Agency works closely with the Michigan Department of Education and Licensing and Regulatory Affairs (LARA) to assure Child Care Programs are meeting the Health and Safety regulations. Tribal Lead Agency refers all parents to the LARA website to seek out licensed child care centers and/or family/group homes that best meet their child care needs in their area without regard to cost. The LARA site is an exhaustive list of licensed child care centers and family/group homes with licensing reports and corrective action plans so that the family can decide if this would be a good fit for them. Tribal Lead Agency utilizes the LARA website to determine eligibility of the child care provider, monthly checks to determine continued eligibility.**
  
- [x] Head Start. Description/Results: **Tribal Lead Agency works closely with the Sault Ste. Marie Tribe of Chippewa Indians Early Childhood Education Program that includes Head Start, Early Head Start and Child Care to coordinate events, monitor, and provide support such as training. Tribal Lead Agency is responsible for licensing this program and providing monetary support through CCDF to maintain operations of the before and after care portion of Head Start and Early Head Start and all day Child Care.**

- [ ] State Advisory Council on Early Childhood Education and Care or similar coordinating body.  
Description/Results:
- [ ] Statewide afterschool network or other coordinating entity for out-of-school time care (if applicable). Description/Results:
- [x] Emergency management and response. Description/Results: **Tribal Lead Agency coordinates efforts to create and maintain an updated Emergency Management and Response plan with the Sault Ste. Marie Tribe of Chippewa Indians Law Enforcement, Community Health, Health and financial programs.**
- [x] Child and Adult Care Food Program (CACFP) and other relevant nutrition programs.  
Description/Results: **Tribal Lead Agency coordinates efforts with the Department of Education to provide access of Tribal Licensed Centers and Family/Group Homes to the Child Care and Adult Food Program (CACFP) by submitting License Exempt applications to the Department of Education.**
- [ ] 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.  
Description/Results:
- [x] Agencies responsible for Medicaid and the State Children’s Health Insurance Program.  
Description/Results: **Tribal Lead Agency refers all families/parents/individuals to the Department of Health and Human Services portal for access to Medicaid and the State Children’s Health Insurance Program.**
- [x] Mental health services. Description/Results: **Tribal Lead Agency refers all families/parents/individuals to the Sault Ste. Marie Tribe of Chippewa Indians Behavioral Health program or the Hiawatha Behavioral Health program on an as-needed basis.**
- [x] Child care resource and referral agencies, child care consumer education organizations, and providers of early childhood education training and professional development. Description/Results: **Tribal Lead Agency refers all families to the Licensing and Regulatory Affairs (LARA) website to search for licensed child care in their area.**  
**Tribal Lead Agency also refers Tribal Licensed Center Staff, Tribal Licensed Family/Group Home Staff and In-Home Aides to the MiRegistry on-line training to obtain the twelve (12) required Health and Safety topics.**
- [x] Other agencies or entities with which the Tribal Lead Agency coordinates. Description/Results: **Tribal Lead Agency Anishnaabek Community and Family Services operates a variety of services and program under an umbrella of direct services such as USDA Commodity Foods, Child Care and Development Fund, NEW, GA, Funeral Assistance, LIHEAP, LIHWAP, and Emergency Assistance.**

#### 1.8.2 Underserved Populations

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.



1.8.2.1 Underserved populations in determining the Tribal community's child care needs.

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:

**1.9 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 making sure that policies and procedures are in place to monitor programs and services; ensuring compliance with the rules of the program; and providing oversight in the expenditure of all funds, including identifying improper payments and undertaking fraud prevention and recovery efforts (98.11(b); 98.60(i); 98.66; 98.67; 98.68).

1.9.1 Identify Improper Payments

Tribal Lead Agencies are required to describe effective internal controls to identify improper payments through program policies and fiscal procedures.

19.1.1 How does the Tribal Lead Agency prevent and identify improper payments?

How does the Tribal Lead Agency prevent and identify improper payments? Check only those 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 program, Tribal or state TANF program, Head Start, CACFP, other Tribal offices).
- Run system reports that flag errors.
- Review enrollment documents and attendance or billing records.
- Review provider records.
- Perform ongoing monitoring and assessment of policy implementation.
- Other. Describe:

1.9.1.2 Investigating and collecting improper payments resulting from fraud

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 only those 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 (i.e., for CCDF clients, providers, and staff employed by the Tribe).
- Other. Describe:

#### 1.9.1.3 Recovering improper payments from unintentional errors/program violations.

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 only those 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: \$ **1.00**
  - Recover through repayment plans.
  - Reduce payments in subsequent months.
  - Recover through payroll deductions (for CCDF clients, providers, and staff employed by the Tribe).
  - Other. Describe:

#### 1.10 Disaster Preparedness and Response Plan

In past disasters, and in response to the coronavirus disease 2019 (COVID-19) pandemic, the provision of emergency child care services, and the process of rebuilding and restoring the child care infrastructure has emerged as an essential service. **Tribal Lead Agencies are required to establish a Child Care Disaster Plan for the Tribal Service Area** (658E(c)(2)(U); 98.16(aa)). 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).

#### 1.10.1 Child Care Disaster Plan Coordination

##### 1.10.2.1 Child Care Disaster Plan developed in collaboration with appropriate stakeholders.

Describe how the Child Care Disaster Plan was developed in collaboration with the appropriate stakeholders, which may include other programs within the Tribal Lead Agency's governance structure or any other stakeholders identified by the Tribal Lead Agency: **Tribal Lead Agency Anishnaabek Community and Family Services coordinates efforts to develop and maintain an updated Emergency Management and Response plan with the Sault Ste. Marie Tribe of Chippewa Indians Law Enforcement, Community Health, Health and financial programs. Emergency Management and Response Plans are reviewed annually and updated on an as needed basis. Coordinated efforts include sharing updates and information via email.**

#### 1.10.2 Disaster Plan Guidelines for Child Care Subsidies and Child Care Services

##### 1.10.2.1 Child Care Disaster Plan with guidelines for child care subsidies/services.

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: **Tribal Lead Agency Anishnaabek Community and Family Services Disaster Plan includes provisions for the continuation of child care subsidies and child care services by maintaining CCDF Staff during a State of Emergency to maintain contact with families and providers, maintain communications with the accounting department for child care billing and payment, maintain contact with representatives from the Michigan Department of Education and Licensing and Regulatory Affairs (LARA), Sault Ste. Marie Tribe of Chippewa Indians Early Childhood Programs, and other Sault Tribe departments deemed necessary to fulfill provisions to continue and maintain child care services, payments and support during a disaster or emergency. Temporary operating standards may include an extension for required paperwork for CCDF Subsidy application, waiving certain standards of licensing temporarily i.e. training time period requirements may be extended temporarily, and providing Health and Safety items and/or mini grants to assist child care providers in maintaining, continuing and/or sustaining their child care operations. CCDF child care providers must have a location back up plan in their own Disaster Plan that name another location that child care services will be provided during an Emergency. Tribal Lead Agency will maintain CCDF child care subsidy payments to qualified CCDF child care providers on a regular basis during an Emergency based on a child's enrollment so that the provider can continue to provide care to those families in need during the Emergency.**

#### 1.10.3 Post-Disaster Recovery

##### 1.10.3.1 Procedures for coordination of post-disaster recovery of child care services.

Describe Tribal Lead Agency procedures for the coordination of the post-disaster recovery of child care services: **Tribal Lead Agency Anishnaabek Community and Family Services procedures for the**

coordination of the post-disaster recovery of child care services include contact with CCDF families and providers via telephone, email and mail regarding any information regarding CCDF subsidies that needs to be shared or clarified for any temporary standards set forth due to a disaster or emergency. Tribal Lead Agency may provide Health and Safety provisions to maintain or recover child care services by a written request with estimates for health and safety items or services by phone, mail, fax, email or text. Tribal Lead Agency will review and consider any request by eligible providers in a disaster or emergency to support post-disaster recovery of child care services for example, providing needed replacement Health and Safety items such as fire extinguishers, smoke detectors, child-proofing, carbon monoxide detectors, baby gates, etc. And possibly other mitigating costs such as replacing required child care needs and/or utility payments.

#### 1.10.4 Disaster Procedures

##### 1.10.4.1 Confirmation that providers' disaster procedures are in place.

Describe how the Tribal Lead Agency ensures that providers who receive CCDF program 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)).

*(Note: The Tribal Lead Agency should also describe these requirements for CCDF providers in Section 2.1.2.7 Standards and Training Requirements for Emergency Preparedness and Response Planning.)* Tribal Lead Agency Anishnaabek Community and Family Services requires Tribal Licensed Centers and Homes to have and maintain an Emergency Preparedness and Response Plan to include but is not limited to the following: required training before caring for children and annual training thereafter. Tribal Lead Agency requires Tribal Licensed Centers and homes to have a written plan to include, but is not limited to, monthly evacuation drills to include fire and tornado drills, plan for 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. Tribal Lead Agency relies on current and valid State Child Care License as compliance with this rule. Relative Care Providers are exempt. Tribal Lead Agency requires In-Home Aides to complete Emergency Preparedness and Response training prior to caring for children but are not required to have a written plan.

#### 1.10.5 Emergency Preparedness Training

##### 1.10.5.1 Provider emergency preparedness training and practice drills.

Describe how the Tribal Lead Agency requires child care staff and volunteers (for providers who receive CCDF program funds) to complete emergency preparedness training and practice drill

procedures. (*Note:* The Tribal Lead Agency should also describe these requirements for CCDF providers in Section 2.1.2.7 Standards and Training Requirements for Emergency Preparedness and Response Planning.) **Tribal Lead Agency Anishnaabek Community and Family Services requires Tribal Licensed Centers and Homes to have and maintain an Emergency Preparedness and Response Plan to include but is not limited to, required training before caring for children and annual training thereafter. Tribal Lead Agency requires Tribal Licensed centers and homes to have a written plan to include but is not limited to monthly evacuation drills to include fire and tornado drills, plan for evacuation, relocation, shelter-in-place, communications with and reunification of families, continuity of operations, and accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions. Tribal Lead Agency relies on current and valid State License as compliance with this rule. Relative Care Providers are exempt from training but are encouraged to have emergency plans. Tribal Lead Agency requires In-Home Aides to complete Emergency Preparedness and Response training prior to caring for children but are not required to have a written plan. Tribal Lead Agency required CCDF child care providers to conduct no less than monthly practice emergency drills and maintain a log of the date, time, type of drill, number of children participating, comments, etc. Tribal Lead Agency monitors training plans, training activities and practice drills on an annual basis.**

## 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 program funds, including providers who only receive quality funds. **All Tribal Lead Agencies must certify that there are health and safety requirements applicable to providers serving CCDF children in effect.** These health and safety requirements must be appropriate to the provider setting (i.e., center-based child care including Tribally Operated Centers), family child care, or in-home child 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 and comprehensive background checks 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 over age 18 (98.16(l))
- Group size limits; child/staff ratios; and required qualifications for caregivers, teachers, and directors (98.16(m))
- Comprehensive background check requirements (98.16(o))

### 2.1 Overview of Health and Safety Standards and Monitoring

#### 2.1.1 Overview of health and safety standards and monitoring.

Use the tables below to describe the health and safety standards used by the Tribal Lead Agency for each provider type, and the agency responsible for monitoring and enforcing the health and safety standards.

Use the tables below to describe the health and safety standards and monitoring agency for each category of care offered.

- 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 agency or state department of education), check “State Standards.”

- If the Tribal Lead Agency requires providers to meet standards from more than one source (e.g., 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 (such as Indian Health Service, the Child and Adult Care Food Program, Caring for Our Children: Basics, and Caring for Our Children), then check “Other Standards or Combination of Standards” and describe the standards and the source(s) of the standards.
- If monitoring and inspection is conducted by an entity or agency other than the Tribal Lead Agency, such as the state licensing agency or the Indian Health Service, please indicate who conducts the visits and how the Tribal Lead Agency obtains the results of the monitoring. In cases where a combination of monitors/inspectors are used, check those that apply and provide a description.

#### 2.1.1.1 Health and Safety Standards Used by the Tribal Lead Agency

Note: Provider Categories are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services.

##### Provider Categories

##### Center-Based Child Care

Tribal Standards

State Standards

**State(s): Michigan**

Head Start/Early Head Start Standards

Other Standards or Combination of Standards (*e.g., describe how more than one set of standards selected above are combined*)

**Describe: Tribal Lead Agency Anishnaabek Community and Family Services accepts State License Child Care Centers receiving CCDF subsidies State of Michigan Standards. Tribal Lead Agency accepts Tribal Licensed Child Care Centers Tribal Standards and Head Start/Early Head Start Standards.**

##### Family Child Care

Tribal Standards

State Standards

**State(s): Michigan**

Head Start/Early Head Start Standards

Other Standards or Combination of Standards (*e.g., describe how more than one set of standards selected above are combined*)

**Describe: Tribal Lead Agency Anishnaabek Community and Family Services accepts State License Child Care Centers receiving CCDF subsidies State of Michigan Standards. Tribal Lead Agency accepts Tribal Licensed Child Care Centers Tribal Standards and Head Start/Early Head Start Standards.**

In-Home Care (in the child's home)

Tribal Standards

State Standards

**State(s):**

Head Start/Early Head Start Standards

Other Standards or Combination of Standards (*e.g., describe how more than one set of standards selected above are combined*)

**Describe:**

#### 2.1.1.2 Health and Safety Monitoring Used by the Tribal Lead Agency

Note: Provider Categories are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services.

##### Provider Categories

Center-Based Child Care

Tribal Monitoring

**Entity: Sault Ste. Marie Tribe of Chippewa Indians Anishnaabek Community and Family**

**Services.**

State Monitoring

**State(s): Michigan. Tribal Lead Agency Anishnaabek Community and Family Services monitors the State Licensed programs on a monthly basis via the State of Michigan LARA (Licensing and Regulatory Affairs) website.**

Indian Health Services

Other Monitoring (*e.g., describe how more than one monitoring agencies selected above are combined*)

**Describe:**

Family Child Care

Tribal Monitoring

**Entity: Sault Ste. Marie Tribe of Chippewa Indians Anishnaabek Community and Family**

**Services**

State Monitoring

**State(s): Michigan. Tribal Lead Agency Anishnaabek Community and Family Services monitors the State Licensed programs on a monthly basis via the State of Michigan LARA (Licensing and Regulatory Affairs) website.**

Indian Health Services

Other Monitoring (*e.g., describe how more than one monitoring agencies selected above are combined*)

**Describe:**

In-Home Care (in the child's home)

Tribal Monitoring



Entity: Sault Ste. Marie Tribe of Chippewa Indians Anishnaabek Community and Family

#### Services

State Monitoring

State(s):

Indian Health Services

Other Monitoring (e.g., describe how more than one monitoring agencies selected above are combined)

Describe:

2.1.2 Tribal Lead Agencies that select only “state standards” and “state monitoring”

**Tribal CCDF programs that only use state-licensed providers for all provider types can skip detailed descriptions of the health and safety standards, training requirements, the health and safety monitoring, and enforcement policies and practices. Skip to 2.4.**

2.1.2.1 Optional: Tribal Lead Agencies that rely only on state health and safety standards and monitoring to regulate all provider types may provide web links to relevant state agency policies.

## 2.2 Health and Safety Standards and Training 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 child care, including Tribally Operated Centers, family child care, or in-home child 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 program 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 over age 18 who are caring for their own relatives; Tribal Lead Agencies have the option to exempt relative care providers over age 18 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. Exemptions for relative providers’ standards and training requirements will be addressed in section 2.3.

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 and child development.

Tribal Lead Agencies must also have *ongoing training requirements* on the health and safety topics for caregivers, teachers, and directors of children receiving CCDF program 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 they 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.

### 2.2.1 Health and Safety Standards

Certify by describing how the following health and safety standards and ongoing training requirements for programs serving children receiving CCDF assistance are defined and established on the required topics (98.16(l)).

**Note:** Monitoring and enforcement will be addressed in subsection 2.2.

For each of the required health and safety topics, Tribal Lead Agencies must provide their definition and any variations based on the category of care (i.e., center-based child care, including Tribally Operated Centers, family child care, or in-home child 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 child care program. As such, Tribal Lead Agencies need to set standards around infant sleep practices (e.g., activities that prevent sudden infant death syndrome [SIDS]) and to ensure that providers who care for infants are 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-age children) and would ensure that providers who cared for children of other ages were aware of and met those standards.

#### 2.2.1.1 Prevention (including immunizations) and control of infectious diseases.

Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as each staff/caregiver must have blood borne pathogen training and Infectious Disease and Short-Term Exclusion plan during Orientation prior to unsupervised contact with children and annual training thereafter. At the time of initial attendance for Head Start, Early Head Start, and Child Care Centers the following must be obtained and kept on file and accessible in the center for children under school age: (a) a certificate of immunization showing a minimum of one dose of each immunizing agent specified by the Department of Health and Human Services and/or (b) a copy of the waiver addressed to the Department of Health and Human Services and signed by the parent stating immunizations are not being administered due to religious or medical reasons. Tribal licensed family/group homes must have a completed Health History from the parent stating the children in need of care are up to date on their immunizations. Each Tribal Licensed Center or Home must have a Short-Term Exclusion Policy and follow that policy for children who have an infectious disease. Relative Care Providers and In-Home Aides are exempt from this rule. Relative Care Providers are exempt from training.**

Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care or ages of the children served.

Pre-service

Orientation within 3 months of hire

#### 2.2.1.2 Prevention of SIDS and the use of safe-sleep practices.

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregiver are required to have training in Prevention of SIDS and the use of Sleep Safe Practices prior to caring for children and annually thereafter. Cribs and port-cribs are required to have a firm fitted mattress with a tight fitted sheet. Soft objects, including bumper pads, stuffed toys, blankets, quilts, comforters, pillows and other objects cannot be in the crib with the infant. Blankets or other items cannot be draped over the crib when in use. Infants must be placed on their back when found face down. Infants that can roll from stomach to back and back to stomach must be placed on their back initially, but then allowed to adopt whatever position they prefer to sleep. Infant breathing shall be monitored frequently. Tribal Lead Agency requires Tribal Licensed Centers, Family/Group Homes, and In-Home Aides to follow Prevention of SIDS and Sleep Safe Practices Policies and Procedures. Relative Care Providers are exempt from training.**

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

#### 2.2.1.3 Administration of medication, consistent with standards for parental control.

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care or ages of the children served: Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregivers are required to have Administration of Medication, Consistent with Standards for Parental Control training prior to caring for children. All medications (prescription or over the counter) will be administered to a child only with the written order of a physician that indicates the medication is for that specific child. Non-prescription medication will be administered to a child only with the written instruction and completion of the Administration of Medication form, by the child's parent/guardian for each medication. Due to increased liability when giving medications; when possible medications will only be given at the Family Home if required to be given more than once in a nine hour day or by physician's orders. Adults taking their own medications while at the Family Home will follow these procedures. No medication will be administered to a child without written parental/guardian permission. A reminder system (alarm on phone or watch) will be used by the Provider to ensure that all medication is administered at the prescribed time. All medications must have proper labeling with the original label, name of child/adult getting the medication, name of the child/adult doctor, name of medication, issue date of the medication, dosage, how often, how many days to give the medication, route of administration, special precautions, storage requirements, expiration date, list of active ingredients, name and address of prescribing health care provider. All medications will be kept in a locked container out of the children's reach. Standing orders

for sunscreen and insect repellent will require a signed consent form from the parent/guardian on an annual basis. The sunscreen and repellent names will be listed on the consent form. Written records of the application of the sunscreen and insect repellent will be kept in the children's files and will include the date and time of the application and how much was used. Written records of the administration of prescribed medication to children and adults will be kept and will include the time and date of each administration, the name of the staff member administering the medication, the name of the person receiving the medication, the medication name and amount given, and reaction or special notes, such as spills and refusals to take the medication. The Provider administering the medication will initial beside the date and time and the log sheet will be posted where the medication is administered so an exact time can be recorded. The log sheet will be placed in the child's file after the course of the medication ends. Whenever a parent/guardian is present, they will administer medications to their child. If parents are not present, only the trained Provider will administer the medication. The Parent/Guardian will train the Provider in the proper method of administering the medication. The Five Rights of Medication Administration will be followed to ensure that the correct medication is administered to the right person. Each time you administer a medication you must be sure you have the right individual, right medication, right dose, right time, right route, and right documentation. Provider or parent/guardian will wash their hands before and after giving any medication. Non-porous gloves are to be worn when administering sunscreen, insect repellent or any other ointment. Medication will not be used beyond the date of expiration on the container. Medication will not be used beyond the expiration of the instructions provided by the physician or other person legally permitted to prescribe medication. Instructions which state that the medication may be used whenever needed will be renewed by the physician at least annually. Any unused medications will be returned the parent/guardian upon withdrawal from the program. Tribal Lead Agency requires Tribal Licensed Centers, Family/Group Homes, and In-Home Aides to follow Administration of medication, consistent with standards for parental control Policies and Procedures. Relative Care Providers are exempt from training.

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care or ages of the children served.

Pre-service

Orientation within 3 months of hire

2.2.1.4 Prevention of and response to emergencies due to food and allergic reactions.

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregivers are required to have training in Prevention of and Response to Emergencies Due to Food and Allergic Reactions prior to caring for children. Parents are required to indicate on the Child Information Record any allergies a child may have. Close collaboration between the home and facility is necessary for children on special diets. Parents may have to provide**

food if the facility, after exploring all community resources, is unable to provide the special diet. Facilities shall make a verbal report to the department within 24 hours of notification by a parent that a child received medical treatment or was hospitalized for an injury, accident or medical condition that occurred while the child was in care. Examples of medical conditions that occur while the child is in care and for which later receives medical treatment or is hospitalized include, but are not limited to, seizures and a serious allergic reaction. Tribal Lead Agency requires Tribal Licensed Centers, Family/Group Homes, and In-Home Aides to follow Prevention of and response to emergencies due to food and allergic reactions Policies and Procedures. Relative Care Providers are exempt from training.

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

2.2.1.5 Safety of building and physical premises.

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. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregivers receive ☒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☒ training prior to caring for children. The appropriateness, safety, cleanliness and general adequacy of the premises, including maintenance of adequate fire prevention and health standards to provide for the physical comfort, care and well-being of the children received. The premises shall be maintained in a clean and safe condition and shall not pose a threat to health and safety. Center playgrounds must be approved by a certified playground safety inspector. Homes: caregiver must ensure that barriers exist to prevent children from gaining access to any swimming pool, drainage ditch, well, natural or constructed pond or other body of open water located on or adjacent to the property where the child care home is located. Tribal Lead Agency requires Tribal Licensed Centers, Family/Group Homes, and In-Home Aides to follow Safety Guidelines of Building and Surrounding Areas and obtain training prior to caring for children. Relative Care Providers are exempt from training.**

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

#### 2.2.1.6 Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment.

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregivers are required to be trained in the prevention of shaken baby syndrome, abusive head trauma and child maltreatment prior to caring for children and annually thereafter. Training includes preventing shaken baby syndrome, abusive head trauma, recognition of potential signs and symptoms of shaken baby syndrome and abusive head trauma, strategies for coping with a crying, fussing or distraught child, and the development of vulnerabilities of the brain in infancy and early childhood. All staff/caregivers are required to follow policies that include proper discipline techniques, such as no pulling, tugging, shaking or grapping of child's hair, ears, neck, head, mouth, or eyes. Tribal Lead Agency requires all staff/caregivers to follow Discipline Policy and Procedures for Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment while caring for children. Relative Care providers are exempt from training.**

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

#### 2.2.1.7 Emergency preparedness and response planning

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. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregivers have required training in Emergency Preparedness and Response Plan to include but is not limited to, required training before caring for children and annual training thereafter. Tribal Lead Agency requires Tribal Licensed centers and homes to have a written plan to include but is not limited to monthly evacuation drills to include fire and tornado drills, plan for evacuation, relocation, shelter-in-place, communications with and reunification of families, continuity of operations, and accommodations for infants and toddlers, children with disabilities, and children with chronic medical conditions. Tribal Lead Agency relies on current and valid State License as compliance with this rule. Relative Care Providers are exempt from training but are encouraged to have emergency plans. Tribal Lead Agency requires In-Home Aides to complete Emergency Preparedness and Response training prior to caring for children but are not required to have a written plan.**

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

2.2.1.8 Handling and storage of hazardous materials and the appropriate disposal of biocontaminants.

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as containers of poisonous or toxic materials shall be clearly labeled for easy identification of contents and stored out of reach of children. Health and Safety training on this topic includes toxic substances, mistaken identity items and proper disposal of hazardous materials. Tribal Lead Agency requires all staff/caregivers to obtain training in the handling and storage of hazardous materials and the appropriate disposal of bio contaminants prior to caring for children and annually thereafter. Relative Care Providers are exempt from training.**

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

2.2.1.9 Precautions in transporting children (if applicable)

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as before each time a child is transported in a vehicle, parent permission must be on file and in the vehicle unless it is routine transportation such as bussing to and from school. Child Information Cards and a first aid kit must be in the vehicle for each trip. The training also includes pedestrian safety, appropriate seats for ages and sizes of children, vehicle inspection and upkeep, emergency evacuation drills, and proper staff training/credentials such as CDL license and bus driver medical evaluations. Tribal Lead Agency requires staff/caregivers to obtain precautions in transporting children prior to caring for children and annually thereafter. Relative Care Providers are exempt from training.**

2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

#### 2.2.1.10 Pediatric first aid and cardiopulmonary resuscitation (CPR)

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregivers must receive pediatric first aid and CPR within 3 months of hire for Tribal Licensed Child Care and every two years after. Tribal Licensed Child Care must have staff present with current pediatric first aid and CPR present in the classroom while others may be waiting for a training class to open. Tribal Licensed Group Home caregivers must obtain pediatric first aid and CPR prior to caring for children. In-Home Aides are required to obtain pediatric first aid and CPR prior to caring for children. Relative Care Providers are exempt from training.**
2. Pre-Service and Orientation Training:

To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

#### 2.2.1.11 Recognition and reporting of child abuse and neglect

1. Standard(s): Provide a brief summary of how this standard is defined. The description should identify the practices that must be implemented by child care programs. Include any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as all staff/caregivers are responsible for recognizing and reporting any suspected child abuse and/or neglect by receiving training prior to caring for children and annually thereafter. All Tribal Licensed staff/caregivers are considered mandated reporters and must comply with section 3 of the child protection law, 1975 PA 238, MCL 722.623. All staff/caregivers are aware that abuse and neglect toward children is against the law. All staff/caregivers know that all staff and volunteers are required by law to immediately report suspected abuse and neglect to children protective services. All Tribal Licensed Group Home providers and In-Home Aides must have recognition and reporting of child abuse and neglect prior to caring for children. Relative Care Providers are exempt from training.**
2. Pre-Service and Orientation Training:



To demonstrate compliance, certify by checking below how the Tribal Lead Agency requires this training topic be completed by providers during either pre-service or during an orientation period within 3 months of hire. Include any variations based on the category of care, or ages of the children served.

Pre-service

Orientation within 3 months of hire

#### 2.2.1.12 Child Development

1. Describe how training addresses child development principles, including the major domains of cognitive, social, emotional, and physical development and approaches to learning (98.44(b)(1)(iii)). **Tribal Lead Agency Anishnaabek Community and Family Services requires Child Development training that includes the domains of cognitive, social, emotional, physical development and approaches to learning by all providers except the Relative Care Providers. Training can occur in the workplace, at a higher education institution, on-line, or an in-person event. Training must be directed at the birth to twelve year age groups and include children with disabilities. Trainers should be well-versed and well-informed in their area of expertise. Certificates of Completion listing the dates, times, trainers and content must be provided as proof of attendance. Providers have access to the Ages and Stages Questionnaire system for evaluation in the following areas: communication, gross motor, fine motor, problem solving, personal-social, and social-emotional areas. Caregivers can then base their activities on the children's specific needs.**
2. Pre-Service and Orientation Training:
  - i. Describe any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services requires all State and Tribal Licensed Center, Family Home/Group, and In-Home Aides to have the required child development training that includes cognitive, social, emotional, and physical development prior to caring for children. Tribal Lead Agency Anishnaabek Community and Family Services does not require Relative Care Providers to have training in any category unless specifically requested. Tribal Lead Agency Anishnaabek Community and Family Services does require all Relative Care Providers and In-Home Aides to have Orientation that includes program rules and regulations prior to caring for children.**
  - ii. To demonstrate compliance, certify by checking below when the Tribal Lead Agency requires these training topics be completed by providers during either pre-service or during an orientation period within 3 months of hire.

Pre-service

Orientation within 3 months of hire

#### 2.2.2 Ongoing Training Requirements

2.2.2.1 Provide the number of hours of ongoing training required annually for eligible CCDF providers in the following settings (658E(c)(2)(G)(iii)).

1. Center-Based Child Care Providers (e.g., Tribally Operated Centers): **24**
2. Family Child Care: **12**

3. In-Home Child Care (care in the child’s home): **12**

2.2.2.2 Describe any variations based on the ages of the children served: Tribal Lead Agency Anishnaabek Community and Family Services requires no variations based on the ages of children served.

2.2.2.3 How do providers receive updated information and/or ongoing training regarding the standard(s)? This description should include methods to ensure that providers are able to maintain and update the health and safety practices as described in the standards above. Include any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services provides Tribal Licensed Family/Group child care providers, staff and emergency persons quarterly training opportunities focused on the 12 Required Training topics along with nutrition, mental health, physical activity and culture. Tribal Lead Agency monitors the Tribal Licensed Centers staff training requirements and fulfillment on an annual basis. Tribal Lead Agency accepts the current and valid State Child Care License as those providers have received initial and on-going training through the avenues the State provides and are monitored on a monthly basis for compliance. New or up-dated standards are sent to providers via email, letter, and newsletters.**

2.2.3 Optional Standards

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, care for children with special needs, and any other topic determined to be relevant by the Tribal Lead Agency (98.41(a)(1)(xii)).

2.2.3.1 Optional health and safety standards.

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

No. **If no, skip to 2.2.4.**

Yes. If yes, please complete the following questions, 2.2.3.2 to 2.2.3.5, as appropriate, on optional health and safety standards.

2.2.3.2 Nutrition.

1. Summarize how this standard is defined, including any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard as children’s nutritional needs are met through providing meals and snacks as required by the minimum meal requirements of the Michigan Child and Adult Care Food Program. All staff/caregivers are required to have training prior to caring for children and annually thereafter. Tribal Licensed Centers: a written agreement shall be kept on file at the center if the parent has agreed to provide formula, milk or food if the parent does not. Beverages and food shall be appropriate for the child’s individual nutritional requirements, developmental stages and special dietary needs is provided with snacks and meals in accordance with the child’s needs and with the instructions of the child’s parent or licensed health care provider. Tribal Licensed Group Homes and In-Home Aides are not required to provide food and snacks. Relative Care Providers are exempt from training.**

#### 2.2.3.3 Access to physical activity.

1. Summarize how this standard is defined, including any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services defines this standard on every child having the opportunity to have access to physical activity preferably outside but at least inside on a daily basis several times per day. Tribal Lead Agency requires physical activity to be age appropriate for children in care from ages birth through twelve years. Tribal Lead Agency requires providers to accommodate children with special needs during all activities including physical activity.**

#### 2.2.3.4 Caring for children with special needs.

1. Summarize how this standard is defined, including any variations based on the category of care, or ages of the children served: **Tribal Lead Agency Anishnaabek Community and Family Services requires providers to be trained in individual special needs and to accommodate classroom and activities to meet the needs of children with special needs. Tribal Lead Agency requires providers to be trained by the child's family or health care technician. Tribal Lead Agency requires all plans to include Individualized planning for children with special needs including but not limited to the Emergency Preparedness Plans.**

#### 2.2.3.5 Other areas promoting child development or protecting children's health and safety.

Any other areas determined necessary to promote child development or to protect children's health and safety.

Summarize how this standard is defined, including any variations based on the category of care or ages of the children served: **Tribal Lead Agency encourages providers to be accepting of all cultural backgrounds of the families that they serve, whether it is ethnic, geographic, familial, etc. Tribal Lead Agency encourages all providers to offer cultural activities to all families and children by having activities that are significant to each family. For example, if child A is from a multi-generational home then have pictures and books with elders in them.**

#### 2.2.4 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 program funds regarding appropriate child to staff ratios (by age range of the 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 child care providers (including Tribally Operated Centers), family child care providers, or in-home child care providers). 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.

##### 2.2.4.1 Describe standards on child/staff ratios and group sizes for CCDF providers.

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

1. Center-Based Child Care Providers
  - i. Infant

Define age range: from **1** weeks  months  years   
through **18** weeks  months  years   
Ratio: **4:1**  
Group size: **8**

ii. Toddler

Define age range: from **18** weeks  months  years   
through **36** weeks  months  years   
Ratio: **4:1**  
Group size: **8**

iii. Preschool

Define age range: from **3** weeks  months  years   
through **6** weeks  months  years   
Ratio: **7:1**  
Group size: **20**

iv. School-Age

Define age range: from **6** weeks  months  years   
through **12** weeks  months  years   
Ratio: **10:1**  
Group size: **20**

v. Mixed-Age Groups (if applicable):

Ratio: **6:1**  
Group size: **6**

2. Family Child Care Providers

i. Infant

Define age range: from **1** weeks  months  years   
through **18** weeks  months  years   
Ratio: **2:1**  
Group size: **6**

ii. Toddler

Define age range: from **18** weeks  months  years   
through **36** weeks  months  years   
Ratio: **2:1**  
Group size: **6**

iii. Preschool

Define age range: from **3** weeks  months  years   
through **6** weeks  months  years

Ratio: **6:1**  
Group size: **6**

iv. School-Age

Define age range: from **6** weeks [ ] months [ ] years [**x**]  
through **12** weeks [ ] months [ ] years [**x**]  
Ratio: **6:1**  
Group size: **6**

v. Mixed-Age Groups (if applicable)

Ratio: **6:1**  
Group size: **6**

3. In-Home Child Care Providers

i. Infant

Define age range: from **1** weeks [**x**] months [ ] years [ ]  
through **18** weeks [ ] months [**x**] years [ ]  
Ratio: **2:1**  
Group size: **4**

ii. Toddler

Define age range: from **18** weeks [ ] months [**x**] years [ ]  
through **36** weeks [ ] months [**x**] years [ ]  
Ratio: **2:1**  
Group size: **4**

iii. Preschool

Define age range: from **3** weeks [ ] months [ ] years [**x**]  
through **6** weeks [ ] months [ ] years [**x**]  
Ratio: **2:1**  
Group size: **4**

iv. School-Age

Define age range: from **6** weeks [ ] months [ ] years [**x**]  
through **12** weeks [ ] months [ ] years [**x**]  
Ratio: **2:1**  
Group size: **4**

v. Mixed-Age Groups (if applicable):

Ratio: **4:1**

Group size: 4

2.2.5 Provide the teacher/caregiver qualifications for each category of CCDF providers.

2.2.5.1 Center-Based Child Care Providers (e.g., Tribally Operated Centers):

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

1. Describe the teacher qualifications: Tribal Lead Agency Anishnaabek Community and Family Services requires Teachers who work in the Child Care Center to have an Associates Degree in Early Childhood Education and obtain a Bachelor Degree in Early Childhood Education within 2 years of hire.
2. Describe the director qualifications: Tribal Lead Agency Anishnaabek Community and Family Services requires the Director to have an Bachelor's Degree in Business Administration, Early Childhood, Human Services, Family Services, Social Work, Education or related field of study.

2.2.5.2 Family Child Care Providers:

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

1. Describe the teacher qualifications: Tribal Lead Agency Anishnaabek Community and Family Services requires Family Child Care Provider to be at least 18 years old, live in the 7 County Service area, reside on one of the nine Sault Tribe Reservations, pass all required medical and TB requirements, pass all background checks, complete the 12 required training topics and obtain First Aid and Infant, Child, and Adult CPR certification. Child Care must be provided out their home on the reservation.
2. Describe the director qualifications (if applicable): Not Applicable

2.2.5.3 In-Home Child Care Provider (care in the child's home):

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

1. Describe the teacher qualifications: Tribal Lead Agency Anishnaabek Community and Family Services requires Family Child Care Provider to be at least 18 years old, live in the 7 County Service area, pass all required medical and TB requirements, pass all background checks, complete the 12 required training topics and obtain First Aid and Infant, Child, and Adult CPR certification. Child care must be provided in the family's home only.

## 2.3 Monitoring and Enforcement Policies and Practices for CCDF Providers

2.3.1 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 and local health, safety, and fire standards, including those described in 98.41 and 98.42(a).**

This certification 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 program funds.

Tribal Lead Agencies must conduct at least one pre-licensure/pre-service inspection for compliance with health, safety, and fire requirements and annual, unannounced inspections for licensed/regulated

providers and facilities. Tribal Lead Agencies must also conduct annual inspections for license-exempt CCDF providers for compliance with health, safety, and fire requirements.

*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.*

2.3.1.1 Annual inspections of CCDF providers policies and practices.

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

Describe the Tribal Lead Agency’s policies and practices for annual inspections of CCDF providers for compliance with health, safety, and fire requirements for the following categories of providers. In-home child care providers can answer “not applicable” if they are not regulated.

Center-Based Child Care Providers (e.g., Tribally Operated Centers): **Tribal Lead Agency Anishnaabek Community and Family Services conducts annual inspections of the Tribal Licensed Centers for compliance with health, safety and fire requirements. Tribal Lead Agency coordinates annual inspections for fire safety at the Tribal Licensed Child Care Centers with the Sault Ste. Marie Tribe of Chippewa Indians Environmental, Safety and Insurance Departments. Tribal Lead Agency conducts monthly, web-based checks for State Licensed Centers and Family/Group homes for compliance with health, safety and fire requirements. Tribally Operated Centers are given a date range of when they can expect their annual or renewal inspection from the Tribal Lead Agency.**

Family Child Care Providers: **Tribal Lead Agency Anishnaabek Community and Family Services conducts annual inspections of the Tribal Licensed Family/Group Child Care Homes for compliance with health, safety and fire requirements. Family Child Care Providers licensed by the Sault Ste. Marie Tribe of Chippewa Indians are given a date range of when they can expect their annual or renewal inspections.**

In-Home Child Care Providers (care in the child’s home): **Tribal Lead Agency Anishnaabek Community and Family Services does not conduct a home inspection on the family home where the care is being given. Parents and providers are offered the opportunity to request health and safety items such as smoke detectors, fire extinguishers, baby gates, outlet covers, first aid kits and CO2 Detectors.**

2.3.1.2 Does the Tribal Lead Agency have a stand-alone licensing system (Tribal Lead Agencies do not need to describe a state licensing system for state licensed providers)?

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

No (Skip to 2.3.1.3)

Yes

If yes, describe the Tribal Lead Agency’s pre-licensure inspections and annual, unannounced inspections for licensed CCDF providers policies and practices for the following categories of providers.

Center-Based Child Care Providers (e.g., Tribally Operated Centers): **Tribal Lead Agency Anishnaabek Community and Family Services** conducts pre-licensure inspections to Tribally Operated Child Care Centers as part of our licensing process that are announced. Tribal Lead Agency gives Tribally Licensed Centers a date range of when they can expect their annual or renewal inspections. Tribal Lead Agency does not announce special investigation visits or random classroom visits. Tribal Lead Agency informs the Tribally Operated Child Care Centers of what to expect from the inspection, is given a copy of the inspection checklist, and a range of dates via email. A Read Receipt from the email will be kept on file.

Family Child Care Providers: **Tribal Lead Agency Anishnaabek Community and Family Services** conducts pre-licensure inspections to Tribally Licensed Family/Group Child Care Homes as part of our licensing process that are announced. Tribal Lead Agency gives Tribally Licensed Family/Group Child Care Homes a date range of when they can expect their annual or renewal inspections. Tribal Lead Agency does not announce special investigation visits or random classroom visits. Tribal Lead Agency informs the Tribally Licensed Family/Group Child Care Homes of what to expect from the inspection, is given a copy of the inspection checklist, and a range of dates via email. A Read Receipt from the email will be kept on file.

In-Home Child Care Providers (care in the child's home): **Tribal Lead Agency Anishnaabek Community and Family Services** does not require any inspections of CCDF eligible family homes where the care is conducted.

#### 2.3.1.3 Alternative approach to inspection requirements.

Does the Tribal Lead Agency have an alternative approach to the inspection requirements at 98.42(b)(2)?

Yes. Describe how the alternative approach is appropriately comprehensive and protects the health and safety of children in care:

No.

#### 2.3.2 Monitoring Inspectors

**Tribal Lead Agencies must have policies and practices ensuring that individuals who are hired as inspectors or monitors 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)).

##### 2.3.2.1 Qualifications for inspectors or monitors to inspect facilities and providers.

To certify, describe how the Tribal Lead Agency ensures that inspectors or monitors are qualified to inspect child care facilities and providers: **Tribal Lead Agency Anishnaabek and Community Family Services** ensures inspectors and monitors are qualified to inspect child care facilities and providers by having staff that have an Early Childhood/Child Development education background, experience working in a child care environment and implementing health and safety requirements, knowledge of



**the State of Michigan Licensing Rules and Regulations for Child Care Centers and Homes, and CCDF Final Rule 12 Required Training Topics.**

2.3.2.2 Inspectors or monitors training on health and safety requirements.

To certify, describe how the inspectors or monitors 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)): **Tribal Lead Agency Anishnaabek and Community Family Services ensures inspectors and monitors are qualified to inspect child care facilities and providers by having staff that are trained in State of Michigan Licensing Rules and Regulations, Sault Ste. Marie Tribe of Chippewa Indians Safety Rules and Regulations. Sault Ste. Marie Tribe of Chippewa Indian Tribal Welfare Code, and CCDF Final Rule.**

2.3.2.3 Ratio of Inspectors or Monitors to Child Care Providers

The Tribal Lead Agencies must have policies and practices requiring the ratio of inspectors or monitors 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)).

**Tribal Lead Agency Anishnaabek and Community Family Services has a ratio of Inspectors/Monitors of 1 inspector per 10 Tribal Licensed Centers and Family/Group Homes.**

2.3.2.4 Policies and practices regarding the ratio of inspectors or monitors to child care providers.

Describe the Tribal Lead Agency's policies and practices regarding the ratio of inspectors to child care providers (i.e., the number of inspectors per number of child care providers) and facilities within that agency's inspection area and include how the ratio is sufficient to conduct effective inspections on a timely basis: **Tribal Lead Agency Anishnaabek and Community Family Services has 1 inspector per the 7 County Service area with contains two Head Start buildings and 4 Family/Group Homes for a total of 6 buildings located in Chippewa and Mackinac Counties.**

## 2.4 Exemptions for Relative Providers

Tribal Lead Agencies have the option to exempt relatives over age 18 (defined in CCDF regulations as grandparents, great-grandparents, siblings if living in a separate residence, aunts, and uncles (98.42(c)) from some/all health and safety requirements. *Note:* This exception applies if the individual cares only for relative children.

Check and describe, where applicable, the policies that the Tribal Lead Agency has regarding exemptions for eligible relative providers over age 18 for the following health and safety requirements. The description should include the health and safety requirements that relatives are exempt from, if applicable, and which of the federally defined relatives the exemption applies to.

### 2.4.1 Health and Safety Standards

#### 2.4.1.1 Health and Safety Standards (as described in Sections 2.2.1, 2.2.2, 2.2.4, and 2.2.6).

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

Relative providers are exempt from all health and safety standard requirements

Relative providers are exempt from a portion of health and safety standard requirements.

Describe:

Relative providers must fully comply with all health and safety standard requirements.

#### 2.4.2 Health and Safety Training

##### 2.4.2.1 Health and Safety Training (as described in Sections 2.2.2 and 2.2.3).

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

Relative providers are exempt from all health and safety training requirements.

Relative providers are exempt from a portion of all health and safety training requirements. Describe:

Relative providers must fully comply with all health and safety training requirements.

#### 2.4.3 Monitoring and Enforcement

##### 2.4.3.1 Monitoring and Enforcement (as described in Section 2.3).

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

Relative providers are exempt from all monitoring and enforcement requirements.

Relative providers are exempt from a portion of monitoring and enforcement requirements. Describe: **Relative Care Providers must renew their ICHATS yearly and MDHHS and Tribal Clearance every 5 years.**

Relative providers must fully comply with all monitoring and enforcement requirements.

### 2.5 Comprehensive Background Checks

In this section, Tribal Lead Agencies will describe the types of providers subject to comprehensive background checks and the methods used for each component of the eight background checks (e.g., which database or repository is checked). In addition, the Tribal Lead Agency will describe the policies in place for disqualifying crimes for employment eligibility, fees, timeliness, and privacy in returning comprehensive background check results. Next, Tribal Lead Agencies will describe the processes in place for child care providers to provisionally employ child care staff (including employee, prospective employee, or household member) when not all the comprehensive background checks are returned. Tribal Lead Agencies will also describe the process for child care staff (including employee, prospective employee, or household member) to appeal unfavorable results. Finally, Tribal Lead Agencies will need to justify and describe their alternative approach, if applicable.

The CCDBG Act requires Tribal Lead Agencies, regardless of allocation size, to have in effect requirements, policies, and procedures to conduct comprehensive background checks for (1) all child care staff members (including prospective staff members) of all child care programs that are licensed, regulated, approved, or registered under Tribal law (including Tribally Operated Centers) and for (2) all other providers eligible to deliver CCDF services (e.g., license-exempt CCDF-eligible providers) (98.43(a)(1)(i)).

#### 2.5.1 Methods used for each of the eight comprehensive background check components (98.43(b))

Under the CCDF rule, a comprehensive background check must include eight separate and specific components (98.43(b)), which encompass three in-state checks, two national checks, and three interstate checks (if the individual resided in another state in the preceding 5 years). Comprehensive 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 has unsupervised access to children (98.43(b)(2)).

Tribal Lead Agencies must describe the methods used for the background check components, such as the database or repository that is checked or a memorandum of understanding (MOU)/memorandum of agreement (MOA) or contract with a state or third-party vendor to conduct the checks on the Tribal Lead Agency's behalf.

Tribal Lead Agencies may use alternative approaches in addition to or instead of the pre-approved methods. For example, Tribal Lead Agencies are encouraged (but not required) to check registries maintained by the Tribe (rather than a state). Tribal Lead Agencies must provide justification in 2.5.7 for using any alternative approaches that are identified in 2.4.1. The alternative approach is subject to ACF approval, and ACF will not approve approaches with blanket exemptions that bypass the intent of protecting children's safety.

In instances in which a child care provider has 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 program funding from the state), it is not necessary for the Tribal Lead Agency to require additional or duplicative background checks.

For family child care providers, the comprehensive background check requirement includes the caregiver and household members (i.e., any other adults residing in the family child care who are age 18 or older (98.43(a)(2)(ii)(C))). ACF will consider an alternative approach for limiting the background checks for household members to those who are feasible. OCC will not approve alternative approaches that do not include **any background** checks for other adults in a family child care. As stated in the preamble of the CCDF Final Rule (81 FR 67542-43), ACF expects that Tribal Lead Agencies will conduct **some components of a background check for these individuals**, for example, a check of Tribal criminal history records. Tribal Lead Agencies who use this alternative approach must indicate which background checks apply to household members and must justify the alternative approach in 2.5.7.

This requirement does not apply to individuals over age 18 who are related to all children for whom child care services are provided (98.43(a)(2)(i)(A)).

Each of the tables below describes one component of the eight comprehensive background checks. Select which methods are used for each provider type for each component.

- Check the pre-approved and/or alternative approach method(s) used for each provider type. Tribal Lead Agencies must justify any alternative approach in 2.5.7.
- Tribal Lead Agencies may select more than one method for a provider type. (For example, a Tribal Lead Agency may search the Tribal criminal fingerprint records and the state criminal fingerprint records for staff employed in Tribally Operated Centers.)
- If relative providers over age 18 are exempt from that background check component, check

“Exempt.”

- Check “Family child care household members not included” for background check components that are not conducted for household members. (OCC will not approve alternative approaches that do not include at least one **background** check component for other adults in an family child care.)
- Describe any Tribal or state database or repository (e.g., the Tribal criminal fingerprint records or a state criminal fingerprint records) used for any background check components at the end of each table.

If the Tribal Lead Agency uses any alternative approach that is not listed, check “Other” and describe the approach. Tribal Lead Agencies must justify the alternative approach in 2.5.7.

### 2.5.1.1 Components of in-state background checks

For in-state registry checks, OCC will consider alternative approaches that include checks of Tribal criminal, sex offender, and/or child abuse and neglect registries. OCC will also consider approaches that include checks of databases of third-party or private entities. Tribal lead agencies must justify any alternative approach in 2.5.7.

1. Criminal registry or repository using fingerprints in the current state of residency (check only those methods used)

Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative Approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency’s behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input checked="" type="checkbox"/> Other, <i>describe:</i> <b>Tribal FBI Fingerprint Kiosk, Michigan Department of Health and Human Services Clearance, ICHAT, Tribal clearance, MICourt, Tribal Court Criminal History Check, NSOR</b>
State-Licensed Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency’s behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>

Relative Providers	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input type="checkbox"/> Exempt	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input checked="" type="checkbox"/> Other, <i>describe:</i> <b>Michigan Department of Health and Human Services Clearance, ICHAT, Tribal clearance, MICourt, Tribal Court Criminal History Check, NSOR</b>
All other providers eligible to deliver CCDF services (includes state license-exempt and in-home child care providers)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Family child care household members not included <input checked="" type="checkbox"/> Other, <i>describe:</i> <b>Tribal FBI Fingerprint Kiosk, Michigan Department of Health and Human Services Clearance, ICHAT, Tribal clearance, MICourt, Tribal Court Criminal History Check, NSOR</b>

- i. Tribal or state databases or repositories. Tribal Lead Agencies may use Tribal or state databases or repositories for some or all of their in-state background check components. Describe any Tribal or state database or repository indicated in the table above.  
 No Tribal or state database or repository used in criminal fingerprint checks.  
 Tribal database or repository. Describe: **Tribal Court, Tribal Child Welfare Database**  
 State database or repository. Describe: **ICHAT, MICourt, MDHHS**
2. Sex offender registry or repository check in the current state of residency (check only those methods used)  
Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative Approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
State-Licensed Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
Relative Providers	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input type="checkbox"/> Exempt	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
All other providers eligible to deliver CCDF services (includes state license-exempt and in-home child care providers)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Other, <i>describe:</i>

- i. Tribal or state databases or repositories. Tribal Lead Agencies may use Tribal or state databases or repositories for some or all of their in-state background check components. Describe any Tribal or state database or repository indicated in the table above.  
 No Tribal or state database or repository used in sex offender checks.  
 Tribal database or repository. Describe:  
 State database or repository. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services utilizes the Michigan Department of Health and Human Services Child Welfare Clearance, ICHAT and NSOR.**

- 3. Child abuse and neglect registry and database check in the current state of residency (check only those methods used)  
Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative Approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
State-Licensed Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
Relative Providers	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input type="checkbox"/> Exempt	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
All other providers eligible to deliver CCDF services (includes state license-exempt and in-home child care providers)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>

- i. Tribal or state databases or repositories. Tribal Lead Agencies may use Tribal or state databases or repositories for some or all of their in-state background check components. Describe any Tribal or state database or repository indicated in the table above.
- No Tribal or state database or repository used in child abuse and neglect checks.
- Tribal database or repository. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services utilized the Sault Ste. Marie Tribe of Chippewa Indians Child Welfare Clearance database.**
- State database or repository. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services accepts the State of Michigan License as compliance with this rule. Tribal Lead Agency Anishnaabek Community and Family Services utilizes the MDHHS Child Welfare Clearance database.**

#### 2.5.1.2 Components of national background check

1. FBI (Federal Bureau of Investigation) fingerprint check (check only those methods used)

For FBI fingerprint checks, the CCDBG Act does not provide explicit authority for Tribes to request FBI fingerprint checks for all child care staff. Tribes may have authority under a different Federal statute to request FBI fingerprint-based background checks for child care staff, including (but not limited to) State Statute (P.L. 92-544, 34 U.S.C. 41101), Indian Child Protection and Family Violence Prevention Act (P.L. 101-630, 25 U.S.C. 3207), National Child Protection Act/Volunteers for Children Act (NCPA/VCA) (P.L. 101-209, as amended, 34 U.S.C. 40101 et seq.), and Improving Head Start for School Readiness Act (P.L. 110-134, 42 U.S.C. 9843a).

The four pre-approved methods for Tribes to access the FBI fingerprint check are through (1) a state repository (through an MOU/MOA), (2) U.S. Department of Justice Tribal Access Program (TAP), (3) an FBI-approved channeler, and (4) fingerprint sent directly to the FBI (i.e., submitting hard-copy fingerprint cards through the U.S. mail).

OCC will consider alternative approaches (such as name-based checks of Tribal or state record management systems) when the process of obtaining fingerprints from one of the four pre-approved methods is not available or feasible. Tribal Lead Agencies must justify any alternative approach in 2.5.7.

Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative Approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input checked="" type="checkbox"/> U.S. Department of Justice (DOJ) TAP <input type="checkbox"/> FBI-approved channeler <input type="checkbox"/> Direct to FBI	<input type="checkbox"/> Non-CCDBG Tribal authority <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe</i> :
State-Licensed Providers (includes center-based child care and family child care)	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input checked="" type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input type="checkbox"/> DOJ TAP <input type="checkbox"/> FBI-approved channeler <input type="checkbox"/> Direct to FBI	<input type="checkbox"/> Non-CCDBG Tribal authority <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input checked="" type="checkbox"/> Other, describe: <b>Tribal Lead Agency Anishnaabek Community and Family Services accepts the current and valid State of Michigan Child Care license as compliance for State providers receiving CCDF subsidies.</b>



Relative Providers	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input checked="" type="checkbox"/> DOJ TAP <input type="checkbox"/> FBI-approved channeler <input type="checkbox"/> Direct to FBI	<input type="checkbox"/> Non-CCDBG Tribal authority <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
All other providers eligible to deliver CCDF services (includes state license-exempt and in-home child care providers)	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input checked="" type="checkbox"/> DOJ TAP <input type="checkbox"/> FBI-approved channeler <input type="checkbox"/> Direct to FBI	<input type="checkbox"/> Non-CCDBG Tribal authority <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>

2. National Crime Information Center (NCIC) National Sex Offender Registry (NSOR) name-based search (check only those methods used)

Because there is no Federal authority under the CCDBG Act for Tribes to access information through the NCIC NSOR name-based search, OCC will consider approaches that do not include accessing the NCIC NSOR name-based search. An alternative approach to checking the NCIC NSOR name-based check may include a check of a private or public sex offender registry. Tribal Lead Agencies must justify any alternative approach in 2.5.7.

Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input checked="" type="checkbox"/> National FBI fingerprint NCIC NSOR automatic check plus name-based search of NCIC NSOR	<input type="checkbox"/> Private or public sex offender registry <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Other, describe:
State-Licensed Providers (includes center-based child care and family child care)	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input checked="" type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Private or public sex offender registry <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Other, describe:

	<input type="checkbox"/> National FBI fingerprint NCIC NSOR automatic check plus name-based search of NCIC NSOR	
Relative Providers	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input checked="" type="checkbox"/> National FBI fingerprint NCIC NSOR automatic check plus name-based search of NCIC NSOR <input type="checkbox"/> Exempt	<input type="checkbox"/> Private or public sex offender registry <input type="checkbox"/> Other, describe:
All other providers eligible to deliver CCDF services (includes state license- exempt and in-home child care providers)	<input type="checkbox"/> State agreement (e.g., MOU or MOA) <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input checked="" type="checkbox"/> National FBI fingerprint NCIC NSOR automatic check plus name-based search of NCIC NSOR	<input type="checkbox"/> Private or public sex offender registry <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Other, describe:

2.5.1.3 Components of interstate background checks for place(s) of residency in last 5 years

For interstate registry checks, OCC will consider alternative approaches that include checks of Tribal criminal, sex offender and/or child abuse and neglect registries. OCC will also consider approaches that include checks of databases of third-party or private entities. Tribal Lead Agencies must justify any alternative approach in 2.5.7.

1. Criminal registry or repository using fingerprints in the previous state of residency

Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative Approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care, family child care, and in-home providers)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
State-Licensed Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
Relative Providers	<input type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input checked="" type="checkbox"/> Exempt	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
All other providers eligible to deliver CCDF services (includes state license-exempt and in-home child care providers)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>

- i. Tribal or state databases or repositories. Tribal Lead Agencies may use Tribal or state databases or repositories for some or all their child abuse and neglect registry and database check component. Describe any Tribal or state database or repository indicated in the table above.  
 No Tribal or state database or repository used in background checks.  
 Tribal database or repository. Describe: **Tribal Court, Tribal Child Welfare Database**  
 State database or repository. Describe: **DHHS, ICHAT, NSOR, MICourt,**
2. Sex offender registry or repository check in the previous state of residency (check only those methods used)  
Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative Approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
State-Licensed Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
Relative Providers	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input type="checkbox"/> Exempt	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
All other providers eligible to deliver CCDF services (includes state license-exempt and in-home child care providers)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Other, <i>describe:</i>

- i. Tribal or state databases or repositories. Tribal Lead Agencies may use Tribal or state databases or repositories for some or all of their interstate background check components. Describe any Tribal or state database or repository indicated in the table above.

No Tribal or state database or repository used in interstate criminal background checks.

Tribal database or repository. Describe:

State database or repository. Describe: **Michigan Department of Health and Human Services Child Welfare Clearance**

- 3. Child abuse and neglect registry and database check in the previous state of residency

Note: Rows are enabled based on the Provider Types specified in 1.7.1 Providers that Offer Direct Services

	Pre-Approved Methods	Alternative Approach
Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
State-Licensed Providers (includes center-based child care and family child care)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input type="checkbox"/> Tribal database or repository <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
Relative Providers	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf <input type="checkbox"/> Exempt	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Other, <i>describe:</i>
All other providers eligible to deliver CCDF services (includes state license-exempt and in-home child care providers)	<input checked="" type="checkbox"/> State database or repository <input type="checkbox"/> State conducts background check on Tribal Lead Agency's behalf	<input checked="" type="checkbox"/> Tribal database or repository <input type="checkbox"/> Third-party vendor <input type="checkbox"/> Family child care household members not included <input type="checkbox"/> Other, <i>describe:</i>

- i. Tribal or state databases or repositories. Tribal Lead Agencies may use Tribal or state databases or repositories for some or all of their interstate background check components. Describe any Tribal or state database or repository indicated in the table above.

No Tribal or state database or repository used in interstate child abuse and neglect checks.

Tribal database or repository. Describe: **Tribal Court Criminal History and Tribal Child Welfare Clearance**

State database or repository. Describe: **Michigan Department of Health and Human Services Child Welfare Clearance**

#### 2.5.2 Disqualifying Crimes for Employment Eligibility

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 (98.43(c)(1)(i-iii)). Potential staff members also cannot be employed by a provider receiving CCDF program 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
- A misdemeanor involving child pornography (98.43(c)(1)(iv-v)).

Tribal Lead Agencies that only use state-licensed providers and rely on state-conducted background check policies and procedures should select “No”.

#### 2.5.2.1 Other disqualifying crimes.

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

No.

State conducts all background checks and determines disqualifying crimes.

Yes. Describe other disqualifying crimes and provide a citation:

#### 2.5.2.2 Alternative approach to lifetime ban for disqualifying offenses.

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

ACF will consider alternative approaches where the Tribal Lead Agency implements less than a lifetime ban for offenses that are not crimes against children. Tribes may adopt an individualized review process for determining employment eligibility for those convicted of crimes that are not crimes against children. Tribal Lead Agencies must justify any alternative approach in 2.5.7.

Does the Tribal Lead Agency use an alternative approach that implements a less than lifetime ban for offenses that are not crimes against children?

No

Yes

1. If yes, check the type of provider(s) to which the alternative approach for disqualifying crimes applies.

Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)

State-Licensed Providers (includes center-based child care and family child care)

Relative Providers

All other providers eligible to deliver CCDF services (includes license-exempt and in-home child care providers)

#### 2.5.3 Fees

The Tribal Lead Agency may not charge fees that exceed the actual costs of processing applications and administering a comprehensive background check, regardless of whether they are conducted by the Tribe, a state, or a third-party vendor or contractor (98.43(f)). Tribal Lead Agencies can report that no fees are charged if applicable (98.43(f)).

Tribal Lead Agencies that only use state-licensed providers and rely on state-conducted background check policies and procedures should select “No”.

2.5.3.1 Does the Tribal Lead Agency charge fees?

Yes.

No. **Skip to 2.5.4**

2.5.3.2 What are the fees that the Tribal Lead Agency charges for completing the background checks?

2.5.3.3 Ensuring background check fees do not exceed cost of processing and administration.

How does the Tribal Lead Agency ensure that fees charged for completing the background checks do not exceed the actual cost of processing and administration?

2.5.4 Timeliness and Privacy in Returning the Results

The Tribal Lead Agency must conduct the comprehensive background checks as quickly as possible, and the process shall not exceed 45 days after the child care provider submits the request. The Tribal Lead Agency shall provide the results of the background check in a statement to the provider that indicates whether the staff member is eligible or ineligible, without revealing specific disqualifying information. If the staff member is ineligible, the Tribal Lead Agency will provide information about each disqualifying crime to the staff member.

ACF will consider alternative approaches to the requirement to carry out the background check requests within 45 days. Tribes may also make employment eligibility decisions in the event that not all background check components are completed within 45 days. Tribal Lead Agencies must justify any alternative approach in 2.5.7.

Tribal CCDF Programs that only use state-licensed providers and rely on state-conducted background check policies and procedures should select “No”.

2.5.4.1 Check the timeliness for conducting comprehensive background check results.

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

Approved approach: For all types of providers, the Tribal Lead Agency returns results within 45 days.

Alternative approach for OCC approval: For some or all types of providers, the Tribal Lead Agency returns results after 45 days.

1. If the Tribal Lead Agency uses an approach in which results are returned after 45 days, for which providers (check only those that apply):

Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)

State-Licensed Providers (includes center-based child care and family child care)

Relative Providers

All other providers eligible to deliver CCDF services (includes license-exempt and in-home child care providers)

Other approach, including relying on state background check system to return results.

#### 2.5.4.2 Privacy of comprehensive background checks.

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

Tribal Lead Agencies must ensure the privacy of comprehensive background checks by providing the results of the background check to the child care provider (i.e., employer) in a statement that indicates whether a child care staff member (including employee, prospective employee, or household member) is eligible or ineligible for employment, without revealing any documentation of criminal history, or disqualifying crimes, or other related information regarding the individual.

ACF will consider alternative approaches that allow some information to be shared with the child care provider. *Note:* This provision is subject to limitations in FBI policy and state or Tribal privacy requirements, which may prevent the release of information. Tribal Lead Agencies must justify any alternative approach in 2.5.7.

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)).

Check if the privacy of the child care staff member (including employee, prospective employee, or household member) is ensured when returning results to the child care provider (i.e., employer).

Approved approach: For all types of providers, the Tribal Lead Agency ensures the privacy of the child care staff member (including employee, prospective employee, or household member).

Alternative approach for OCC approval: For some or all types of providers, the Tribal Lead Agency allows some information to be shared with the child care provider (i.e., employer).

1. If the Tribal Lead Agency uses an approach in which some information is shared with the child care provider, for which providers (check only those that apply):

Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)

State-Licensed Providers (includes center-based child care and family child care)

Relative Providers

All other providers eligible to deliver CCDF services (includes license-exempt and in-home child care providers)

Other approach, including relying on state background check system to return results.

#### 2.5.5 Provisional Employment

Child care providers must submit a request to the appropriate Tribal or state agency for a comprehensive background check for each child care staff member, including prospective staff members, prior to the date an individual becomes a child care staff member (98.43(d)(1) and (2)). "Prospective staff members" have applied for a position, but have not yet begun working. A prospective child care staff member may not begin work until at least one of the following results have been returned as satisfactory:



- FBI fingerprint check
- Tribal or state criminal registry or repository using fingerprints in the Tribe or state where the prospective staff member resides

ACF will consider an alternative approach that allows for staff members to be provisionally employed once the background check request has been submitted, but prior to receiving the results of the check. New staff members are considered “provisionally employed” during the time from when one of the above fingerprint checks have been returned as satisfactory to the time when all background checks are returned as satisfactory. An alternative approach to provisional employment must require that the provider submit all comprehensive background check requests before the prospective staff person begins working.

Under either approach, the provisionally employed staff member must be supervised at all times by an individual who has completed the background check (98.43(d)(4)).

2.5.5.1 Check the provisional employment approach used by the Tribal Lead Agency.

Note: Applicable Provider Types can be selected in 1.7.1.1 Providers that Offer Direct Services

Approved approach: For all types of providers, provisional employment is permitted after a satisfactory result from the FBI fingerprint check, or the Tribal or state criminal registry or repository, using fingerprints in the Tribe or state where the prospective staff member resides.

Alternative approach for OCC approval: For some or all types of providers, provisional employment is permitted after the comprehensive background check requests have been submitted, but before the results of either fingerprint checks have been returned.

1. If the Tribal Lead Agency uses the alternative approach in which provisional employment is permitted after the comprehensive background check requests have been submitted, for which providers (check only those that apply):

Tribally Operated Centers and Tribally Regulated Providers (includes center-based child care and family child care)

State-Licensed Providers (includes center-based child care and family child care)

Relative Providers

All other providers eligible to deliver CCDF services (includes license-exempt and in-home child care providers)

Not applicable, Tribal Lead Agency does not have provisional employment.

2.5.6 Appeals for Child Care Staff (including employee, prospective employee, or household member).

The Tribal Lead Agency must have a process for a child care staff member (including employee, prospective employee, or household member) to appeal the results of a background check to challenge the accuracy or completeness of the information contained in a staff member’s background report (98.43(e)(3)). The Tribal Lead Agency shall ensure the following:

- The child care staff member is provided with information related to each disqualifying crime in a report, along with information and/or a notice on the opportunity to appeal.

- A child care staff member will receive clear instructions about how to complete the appeals process for each background check component if the child care staff member wishes to challenge the accuracy or completeness of the information contained in such member's background report.
- If the staff member files an appeal, the Tribal Lead Agency will attempt to verify the accuracy of the information challenged by the child care staff member, including making an effort to locate any missing disposition information related to the disqualifying crime.
- The appeals process is completed in a timely manner for any appealing child care staff member.
- Each child care staff member shall receive written notice of the decision. In the case of a negative determination, the decision should indicate (1) the Tribal Lead Agency's efforts to verify the accuracy of the information challenged by the child care staff member; (2) any additional appeals rights available to the child care staff member; and (3) information on how the individual can correct the Federal, state, or Tribal records at issue in the case (98.43(e)(3)).
- The Tribal Lead Agency must work with other agencies that are in charge of background check information and results (such as the child welfare office and the state identification bureau) to ensure the appeals process is conducted in accordance with the CCDBG Act.

#### 2.5.6.1 Notification of applicant about their eligibility to work in a child care program.

Describe how the applicant is notified about their eligibility to work in a child care program. **Tribal Lead Agency Anishnaabek Community and Family Services notifies the applicant via telephone about their eligibility to work in a child care program and includes a phone orientation of the program and expectations. Tribal Lead Agency informs ineligible applicants by letter with an explanation and ways to correct any discrepancies.**

#### 2.5.6.2 Background check appeals

Describe how the Tribal Lead Agency provides opportunities for applicants to appeal the results of background checks. **Tribal Lead Agency Anishnaabek Community and Family Services provides applicants the chance to appeal the results of non-qualifying background checks via letter that includes information about the court, offense and disqualifying factors. Tribal Lead Agency includes the process of reapplying when the situation has been resolved.**

#### 2.5.6.3 Review process for individuals disqualified due to a felony drug offense.

Describe whether the Tribe has a review process for individuals disqualified due to a felony drug offense to determine if that individual is still eligible for employment (98.43 (e)(2-4)). **Tribal Lead Agency Anishnaabek Community and Family Services does not have a review process for individuals disqualified due to a felony drug offense.**

#### 2.5.7 Justification for Alternative Approach(es)

Lead agencies may use alternative approaches in addition to or instead of the pre-approved methods. For example, Tribal Lead Agencies may use name-based checks of Tribal or state record management systems for the FBI fingerprint check when one of the four pre-approved methods are not available or feasible. 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.

2.5.7.1 Issues or barriers preventing Tribal Lead Agency from conducting the required checks.

What are the issues or barriers preventing the Tribal Lead Agency from conducting the required checks? Check only those that apply:

- Does not apply—no alternative approach is used for any of the background check components
- Does not have the authority under the CCDF statute to conduct a NCIC NSOR name-based search
- No direct authority under the CCDF statute to conduct an FBI fingerprint check
- No existing formal or informal MOU or MOA with a state
- Other. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services conducts as many of the State background checks as possible, however, we have no MOU nor MOA with the State of Michigan for State Fingerprint Background Checks.**

2.5.7.2 Comprehensive alternative approach to ensure health and safety of children.

Describe how the alternative approach is comprehensive and ensures the health and safety of children in child care.

The description should include an alternative approach that affects the methods for conducting comprehensive background checks; the implementation of less than lifetime bans for offenses that are not crimes against children; the policies that allow longer than 45 days to conduct comprehensive background checks; any private information shared with the child care provider (i.e., employer); or provisional employment, as applicable. If a Tribal Lead Agency does not use any alternative method for their comprehensive background check, please enter "Does not apply." **Tribal Lead Agency Anishnaabek Community and Family Services conducts FBI Fingerprints using the DOJ TAP, MDHHS Clearance, ICHAT, Tribal Child Welfare Clearance, NSOR, MiCourt and Tribal Court Criminal History Checks.**

### 3 Supporting Continuous Quality Improvement

As of FY 2022, all Tribal Lead Agencies are subject to a 9-percent quality set-aside. Tribal Lead Agencies must spend quality funds on at least 1 of 10 allowable quality activities, including:

- Training and professional development;
- Early learning and developmental guidelines;
- Quality rating and improvement systems;
- Supply and quality of services for infants and toddlers;
- Child care resource and referral services;
- Licensing, inspection, monitoring, training, health & safety;
- Evaluating the quality of child care programs;
- Supporting providers in the voluntary pursuit of accreditation;
- High-quality program standards; and
- Other measurable quality improvement activities, including culturally responsive activities, such as language immersion.

#### 3.1 Quality Improvement Goals and Activities

In completing this section, the Tribal Lead Agency should describe activities currently underway, planned, or expected during the 3-year Plan period. Any significant changes to the quality improvement goals or activities should be addressed through an amendment to the Plan.

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.

Required Minimum for Quality Spending (As of FY 2022)		
	Tribal Lead Agencies with Small Allocations	Tribal Lead Agencies with Medium and Large Allocations
Quality Set-Aside	9%	9%
Infant-Toddler	NA	3%
Total Quality	9%	12%

##### 3.1.1 Quality Improvement Activities

Check the quality activities in 3.1.2.1 through 3.1.2.10 that the Tribal Lead Agency will invest in during this plan cycle (98.41; 98.83). Tribal Lead Agencies can, and are encouraged to, incorporate culturally responsive practices into their quality improvement activities.

###### 3.1.1.1 Child care workforce training and professional development.

Supporting the training and professional development of the child care workforce. Check only those that apply:

- Promotion of child development
- Curriculum development and instruction

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

*Optional: Describe any of the activities checked above:*

### 3.1.1.2 Early learning/developmental guidelines.

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

- Supporting the use of the state’s early learning guidelines

- Participating in the development or revision of the state’s early learning guidelines
- Adapting a state’s guidelines to reflect the Tribal Nation’s language and culturally specific early learning and development goals/benchmarks
- Developing or implementing the Tribal Lead Agency’s own tribally specific guidelines
- Providing trainings for staff on child development and early learning guidelines
- Other. Describe:

*Optional: Describe any of the activities checked above:*

### 3.1.1.3 Quality rating and improvement system (QRIS).

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, a QRIS awards quality ratings to early and school-age care and education programs that meet a set of defined program standards.

By participating in their state’s 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 only those that apply:

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

*Optional: Describe any of the activities checked above:*

### 3.1.1.4 Supply and quality of child care services for infants and toddlers.

Improving the supply and quality of child care services for infants and toddlers. Check only those that apply:

- Developing infant-toddler components within the early learning and developmental guidelines/standards, etc.
- Indigenous language and culturally responsive practices for infants and toddlers
- Providing training and professional development to enhance child care providers’ abilities to provide developmentally appropriate services for infants and toddlers
- Providing coaching, mentoring, and/or TA on this age group’s unique needs from networks of qualified infant-toddler specialists

- Improving the ability of families to access transparent and easy-to-understand consumer information about high-quality infant-toddler care that includes information on infant-toddler language, social-emotional, and early literacy and numeracy cognitive development
- Offering non-traditional hours
- Supporting the child care provider workforce through stabilization subgrants
- Coordinating with early intervention specialists who provide services for infants and toddlers with disabilities
- Coordinating with Early Head Start or Early Head Start – Child Care Partnerships
- Coordinating with home visiting activities
- Other. Describe:

*Optional: Describe any of the activities checked above:*

#### 3.1.1.5 Child care resource and referral (CCR&R) services.

Establishing or expanding a system of child care resource and referral (CCR&R) services, assisting families in 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 only those 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:*

#### 3.1.1.6 Licensing, inspection, monitoring, training, and health and safety.

Supporting compliance with requirements for licensing, inspection, monitoring, training, and health and safety. Check only those that apply:

- Provide health and safety materials/equipment (e.g., carbon monoxide detectors, fencing, personal protective equipment)
- Grants/mini-grants for health and safety materials/equipment
- Classroom materials and resources
- Financial assistance in meeting licensing requirements
- Conduct monitoring visits of child care providers
- Other. Describe:

*Optional: Describe any of the activities checked above:*

3.1.1.7 Evaluating the quality of child care programs.

Evaluating the quality of child care programs, including how programs positively impact children. Check only those that apply:

- Purchasing quality assessment tools
- Contracting with an outside evaluator to assess child care program quality
- Implementing surveys to collect stakeholder input
- Conducting internal training on the use of quality evaluations
- Other. Describe:

*Optional: Describe any of the activities checked above:*

3.1.1.8 Supporting providers in the voluntary pursuit of accreditation.

Tribal Lead Agencies 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. To gain accreditation, center-based child care and family child care providers must meet certain quality standards outlined by accrediting organizations. Check only those that apply:

- Using accreditation guidelines as a quality measure
- Funding any aspect of national accreditation (e.g., 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:*

3.1.1.9 High-quality program standards.

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

- Using Head Start Program 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 Child Care and Development Fund Grantees*
- Using a combination of the above listed standards. Describe:
- Other. Describe:



*Optional: Describe any of the activities checked above:*

3.1.1.10 Other quality improvement activities.

Other activities the Tribal Lead Agency will engage in to improve the quality of child care services. Check only those that apply:

1.  Culturally Relevant Activities

Incorporating Tribal language into child care settings

Providing teacher training related to implementing language and culture in the classroom

Implementing immersion classrooms or language nests

Partnering with language and culture departments to build curricula

Modifying curricula to reflect Tribal culture

Offering culturally based training opportunities for families and providers

Providing information and training to non-Native providers about working with Native children and families

Serving traditional Native foods in child care programs

Other. Describe:

*Optional: Describe any of the activities checked above:*

2.  Consumer Education for Families and Providers

Written materials, including newsletters, brochures, and checklists, on child care topics

Tribal and/or local media

Social media, such as Facebook, Twitter, and Instagram

Consultation from CCR&Rs, including information about other early childhood and social/human services programs for which families and providers may qualify

Internet options, 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:*

3.  Provider Stabilization Subgrants

Describe: **Tribal Lead Agency Anishnaabek Community and Family Services provides Stabilization Mini-Grants on an as-needed basis for Health, Safety and Quality.**

- 4.  Provider retention grants/bonuses
- 5.  Purchase of vans and busses
- 6.  Other quality activities, besides the activities checked above, that the Tribal Lead Agency intends to implement during this Plan period:

### 3.1.2 Identification of Goals and Activities to Improve Quality

#### 3.1.2.1 Identifying the goals and activities to improve quality as described in 3.1.1.

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 only those that apply:

- Site visits and/or monitoring inspection visits
- Surveys to families, providers, and Tribal leadership
- Community assessments
- Self-assessments
- Parent, family, community, or Tribal meetings
- Other. Describe:

### 3.1.3 Evaluation of Progress for Child Care Quality Improvement Goals and Activities

#### 3.1.3.1 Evaluating progress toward meeting the overall child care quality improvement goals.

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))?

- Site visits and/or monitoring inspection visits
- Follow up surveys to families, providers, and Tribal leaders
- Ongoing community assessments
- Self-assessments and program evaluations
- Parent, family, community, or Tribal meeting sign-in sheets/attendance logs

Describe the items checked above: **Tribal Lead Agency Anishnaabek Community and Family Services requires no less than annual site visits and monitoring inspection visits for all Tribal Licensed Centers and Homes.**

- Other. Describe:

### 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 3 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 program 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 Training and Professional Development Requirements

##### 3.2.1.1 Specific training and professional development requirements.

To meet the needs of the following age groups or groups of children, describe the specific training and professional development requirements you have in place for child care providers who care for:

Infants and toddlers. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services provides training opportunities for developmentally appropriate care and activities for Infants and Toddlers.**

Preschoolers. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services provides training opportunities for developmentally appropriate care and activities for Preschoolers.**

School-age children. Describe:

Children who are Indigenous-language learners. Describe:

Children with developmental delays and disabilities. Describe:

##### 3.2.1.2 Participation in the state’s training and professional development system.

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: **Tribal Lead Agency Anishnaabek Community and Family Services refers all providers and provider types to the Michigan training system MiRegistry for free or almost free training that includes but is not limited to the 12 Required Training topics.**

No. Check only those 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.

3.2.1.3 Culturally relevant trainings and professional development opportunities.

Has the Tribal Lead Agency been contacted by the state for input on how to make its trainings and professional development opportunities more culturally relevant for Native American children?

- Yes. Describe:
- No.

## 4 Tribal Lead Agencies With Small Allocations Only—Direct Services

CCDF direct services may be provided through a subsidy program in which the Tribal Lead Agency offers certificates for families to use in any approved child care setting; through a Tribal CCDF-operated center; or through grants or contracts that allocate slots with a provider who offers child care services. The Final Rule established three categories of care:

- In-home child care: Care provided in the child’s home
- Family child care: Care provided in a private residence other than the child’s residence
- Center-based child care: Group care provided in a facility outside of the child’s or provider’s home

*The Final Rule recognizes that Tribal Lead Agencies receiving small CCDF allocations do not have to operate a full CCDF program with all CCDF requirements. For example, Tribal Lead Agencies with small allocations do not have to offer subsidies/direct services—all CCDF program funds can be expended on quality activities.*

*Tribal Lead Agencies with small allocations have a lot of flexibility in how CCDF services are provided. For example, Tribal Lead Agencies with small allocations could establish their own subsidy program based on their unique needs, including determining their own eligibility requirements. Tribal Lead Agencies with small allocations who provide subsidies/direct services must provide OCC with an overview of their program requirements as part of their abbreviated CCDF Plan.*

### 4.1 Direct Child Care Services Offering

#### 4.1.1 Direct Child Care Services

##### 4.1.1.1 Direct child care services for Tribal Lead Agencies with small allocations.

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

Not applicable, as a *Tribal Lead Agency with a medium or large allocation*, we will describe direct services in the next section. **Skip to Section 5.**

## 5 Provide Stable Child Care Financial Assistance to Families (*Tribal Lead Agencies With Medium and Large Allocations*)

### 5.1 Eligible Children and Families

***Tribal Lead Agencies with large and medium allocations*** must include the basis for determining family eligibility through one of two options, or a combination of both, as described below.

***Standard Eligibility.*** Tribal Lead Agencies must determine eligibility for services pursuant to the criteria found in 98.20(a) and 98.81(b)(1)(ii). When eligibility is determined, children must (1) be under age 13; (2)(a) reside with a family whose income does not exceed 85 percent of the Grantee Median Income (GMI) for a family of the same size and (2)(b) reside with a family whose assets do not exceed \$1,000,000 (as certified by such family member); and (3)(a) reside with a parent(s) who is working or attending a job training or an educational program or (3)(b) receive, or need to receive, protective services (658P(4); 98.20(a)).

***Categorical Eligibility.*** If the Tribe’s median income is below 85 percent of the State Median Income, the Tribal Lead Agency has the option to consider any Indian child in the Tribe’s service area to be eligible to receive CCDF program funds, regardless of a family’s income, work, or training status, provided that the provision for services still goes to those with the highest need (98.81(b)(1)(i)). Tribal Lead Agencies that use categorical eligibility must still ensure that children meet the Tribe’s Indian child and Indian reservation or service area definitions to be eligible for services. Tribal Lead Agencies that use categorical eligibility may create opportunities to align CCDF programs with other Tribal early childhood programs, including Tribal home visiting, Early Head Start, and Head Start. This provision also allows Tribes to support Early Head Start – Child Care Partnership grants.

Tribal Lead Agencies that elect to use categorical eligibility will receive the same funding allocation as if they had chosen to use standard eligibility thresholds. Additional funds will not be allocated. Additionally, Tribal Lead Agencies that implement categorical eligibility are subject to the remaining CCDF requirements, such as the quality expenditure requirements, health and safety standards, and enforcement and comprehensive background checks.

***Combination of Standard and Categorical Eligibility:*** Tribal Lead Agencies may also use a hybrid approach to determining eligibility, that is, a combination of standard and categorical eligibility. For example, Tribal Lead Agencies may choose to use standard eligibility and categorical eligibility in different parts of their service area, or a Tribal Consortium may establish different eligibility tracks based on the preferences of its participating Tribes.

#### 5.1.1 Eligibility Criteria Related to the Child’s Age

##### 5.1.1.1 Eligibility criteria related to child’s age.

The Tribal CCDF program serves children from ages **1** (weeks **[x]** months **[ ]** years **[ ]**) through **12** (weeks **[ ]** months **[ ]** years **[x]**) (may not equal or exceed age 13).

*Note:* Eligible children who reach the maximum age within the 12-month eligibility period shall continue to receive CCDF services until their current 12-month eligibility expires. Tribal

Lead Agencies that opt to use Categorical Eligibility must still meet all other CCDF requirements around stable financial assistance and equal access, including age eligibility.

5.1.1.2 Children incapable of self-care.

Does the Tribal Lead Agency allow CCDF-funded child care for children ages 13 and older but below age 19 who are physically and/or mentally incapable of self-care (658P(3); 98.20(a)(1)(ii))?

No

Yes

1. The upper age is 18 (may not equal or exceed age 19).
2. Define “physical or mental incapacity”: Tribal Lead Agency Anishnaabek Community and Family Services defines physical or mental incapacity as a child that is not able to care for themselves and cannot be left alone as per a letter from their physician or mental health therapist.

5.1.1.3 Children under court supervision.

Does the Tribal Lead Agency allow CCDF-funded child care for children ages 13 and older, but below age 19, who are under court supervision (98.20(a)(1)(ii))?

No.

Yes. The upper age is **18** (may not equal or exceed age 19).

5.1.1.4 Children residing with a family.

Define “residing with”: **Tribal Lead Agency Anishnaabek Community and Family Services defines residing with as living at the same address in the same home.**

5.1.1.5 Defining additional eligibility terms.

Define “in loco parentis”: **Tribal Lead Agency Anishnaabek Community and Family Services defines in loco parentis as parents are not in the home nor residing with the child and the children are being cared for by other adults. These children may be wards of the court, have established guardianship papers, be foster children or have written and authorized papers by parents.**

5.1.2 Categorical Eligibility

5.1.2.1 Does the Tribal Lead Agency implement categorical eligibility?

No. **Skip 5.1.2.2 through 5.1.2.5 and fill out Section 5.1.3.**

Yes, the Tribal Lead Agency only implements categorical eligibility for the entire service area. **If yes, fill out Section 5.1.2 and skip section 5.1.3 through and including 5.1.6.**

Yes, the Tribal Lead Agency implements categorical eligibility for part of the service area or, for a Tribal Consortium, for one or more participating Tribes. **If yes, fill out 5.1.2 through and including 5.1.6.**

#### 5.1.2.2 Justification for Categorical Eligibility.

Demonstrate that the Tribal Median Income (TMI) is below 85 percent of the State Median Income (SMI). For a family size of four:

1. 100 percent of State Median Income: \$ /month
2. 85 percent of State Median Income: \$ /month
3. 100 percent of Tribal Median Income: \$ /month (must be less than 85 percent SMI)

#### 5.1.2.3 Documentation of TMI and SMI data sources

Document the TMI and SMI data sources. Tribal Lead Agencies may use tribally collected income data, but Census data are preferred. The data should be the most recent median income (TMI or SMI) data available.

1. Source of data for Tribal Median Income (e.g., American Community Survey, 2020):
  - i. Date:
  - ii. Attachment #: **Document was not provided by TLA**
  - iii. Web address:
2. Source of data for State Median Income:
  - i. Name of State:
  - ii. Date:
  - iii. Attachment #: **Document was not provided by TLA**
  - iv. Web address:

#### 5.1.2.4 Describe categorical eligibility requirements, including if there are variations in categorical eligibility (e.g., different categorical eligibility in different geographical areas):

#### 5.1.2.5 Ensuring services for those with the highest need

How does the Tribal Lead Agency ensure that the provision of services still goes to those with the highest need? (98.81(b)(1)(i)):

**Skip to Section 5.2 if the Tribal Lead Agency implements categorical eligibility for the entire service area.** (Skip pattern triggered by 5.1.2.1.)

#### 5.1.3 Eligibility Criteria Based on Reason for Care

To be eligible to receive CCDF services, children must reside with a parent or parents who are working, are attending a job training or an educational program, or are engaged in a job search activity and/or must receive or need to receive protective services.

Tribal Lead Agencies have broad flexibility in defining “working,” “attending a job training program,” and “attending an educational program.” The definitions provided below should include any allowable activities, including travel time and study time. For example, a definition of “working” could include working for a salary or wages, self-employment, drug or alcohol



rehabilitation, subsistence activities, job search, and/or volunteering as well as the travel time to and from the activity. Definitions should also address any limitations, such as minimum hours required or maximum hours allowed.

#### 5.1.3.1 Definition of work, job training and education.

How does the Tribal Lead Agency define “working, job training, and education” for the purposes of CCDF eligibility at the time of determination? Make sure to include a definition for “attending” within the “job training and education” definitions (e.g., number of hours, travel time) (98.16(g)). Provide the definitions below:

**“Working”:** Tribal Lead Agency Anishnaabek Community and Family Services defines **“working”** as a person provided a wage in return for providing a service in or outside of the home with proof of income such as check stubs and for self-employed persons accounts receivable receipts for the most current 30 days is required.

**“Job training”** (include a definition for “attending a job training” e.g., number of hours, travel time): Tribal Lead Agency Anishnaabek Community and Family Services defines **“job training”** as a person who is actively participating with the Tribal Lead Agency’s or any other like agency’s Native Employment Works, Workforce Investment Act, PATH (Partnership, Accountability, Training, Hope) or TANF Work Readiness Program. Tribal Lead Agency requires monthly updates and participation reports from Caseworkers. Eligible child care hours will depend on the number of hours to complete the requirements of the program and must participate in the program consistently.

**“Education”** (include a definition for “attending an education program” e.g., number of hours, travel time): Tribal Lead Agency Anishnaabek Community and Family Services defines **“Education”** as a scheduled and verifiable course of study which is expected to end in a certificate or a degree which the application can be used to obtain employment. This includes physical lecture, lab and practicum or internship time. On-line learning, High School, and GED are included. Each class taken is given an hour rating of 6 hours. The amount of hours will determine full/part time child care need. Official School Schedules are required and must include the name of institution, logo, days and times of classes, locations of classes, beginning and end dates. School Schedules must be submitted each semester/term. Travel time to and from class is included.

#### 5.1.4 Eligibility Based on Protective Services and Vulnerable Populations

Tribal Lead Agencies have the flexibility to define protective services beyond formal child welfare or foster care cases, including other vulnerable children, such as children experiencing homelessness.

If the Tribal Lead Agency provides CCDF-funded child care to children in foster care whose foster care parents are not working or in education/training activities, these children are considered to be in protective services and must be included in this definition for CCDF purposes.

##### 5.1.4.1 Protective services.

For the purposes of CCDF eligibility, does the Tribal Lead Agency include children who receive, or need to receive, protective services?

No. **Skip to 5.1.5.**

Yes.

1. Define “protective services” for the purposes of eligibility: **Tribal Lead Agency Anishnaabek Community and Family Services defines protective services as a child that is involved with either State or Tribal foster care, guardianship, court, has special needs, is experiencing homelessness, a victim of child trafficking or in a situation that would involve them with Child Welfare or be at risk for being removed from the home. Tribal Lead Agency also provides limited respite care in some situations for children that meet the above criteria. Only foster care children income eligibility is waived as Tribal Lead Agency counts each child as a family of one. Income may be waived in certain situations and is determined on a case-by-case basis.**

2. Are children in foster care considered to be in protective services?

No.

Yes. Foster care is included under the Tribal Lead Agency’s definition of protective services in 5.1.4.1 above. (This means that, for CCDF purposes, the Tribal Lead Agency considers these children to be served under the protective services eligibility category.)

3. Does the Tribal Lead Agency waive the income eligibility requirements for cases in which children receive, or need to receive, protective services on a case-by-case basis (658E(c)(5))?

No

Yes

4. Does the Tribal Lead Agency provide respite child care to custodial parents of children in protective services?

No.

Yes. Respite care is included under the Tribal Lead Agency’s definition of protective services in 5.1.4.1 above.

5. Does the Tribal Lead Agency waive the asset limit on a case-by-case basis for families defined as receiving, or in need of, protective services?

No.

Yes.

## 5.1.5 Eligibility Criteria Based on Family Income

### 5.1.5.1 Definition of income for purposes of eligibility.

For the purposes of eligibility determination, Tribal Lead Agencies have flexibility in defining “income.” This flexibility allows for the exclusion or deduction of certain types of income from calculations of total family incomes.

How does the Tribal Lead Agency define “income” for the purposes of eligibility? **Tribal Lead Agency Anishnaabek Community and Family Services defines “Income” as monies received**

from earned and unearned income via employment or self-employment. Earned income is wages, tips, salaries, self-employment, contract payments, and payment for services on boards and/or committees. Unearned income is unemployment benefits, adoption subsidies, per capita, lottery winnings, rental property income, Supplemental Security Income (SSI), Social Security, and Military/Veteran Pay/Disability/Allotment. Tribal Lead Agency does not count Hazard Pay, COVID pay, COVID Unemployment, Over-Time, Bonus Pay, and Child Support. Tribal Lead Agency uses the first 40 hours of pay to determine wages. Tribal Lead Agency will use 40 hours per week when determining income.

5.1.5.2 Establishing CCDF family income eligibility limits.

**Tribal Lead Agencies must establish CCDF family income eligibility limits.** Those limits cannot exceed 85 percent of the Grantee Median Income (GMI). A Tribal Lead Agency has the flexibility to use either State Median Income (SMI) or Tribal Median Income (TMI) as its Grantee Median Income. Check the appropriate box below to indicate which option the Tribal Lead Agency has selected:

State Median Income for a family of the same size.

Source (e.g., Census Bureau, etc.):

[https://www.acf.hhs.gov/sites/default/files/documents/ocs/COMM\\_LIHEAP\\_IM03%20Attachment1%20SMITable\\_FY2022.pdf](https://www.acf.hhs.gov/sites/default/files/documents/ocs/COMM_LIHEAP_IM03%20Attachment1%20SMITable_FY2022.pdf)

State: **Michigan**

Year: **2022**

Tribal Median Income for a family of the same size residing in the area served by the Tribal Lead Agency.

Source: (e.g., Tribal community assessment, etc.):

Year:

*Tribal Lead Agencies may use tribally collected income data, but ACF strongly recommends that Tribal Lead Agencies use Census data. For either option, the data should be the most recent SMI or TMI data available.*

5.1.5.3 Establishing CCDF income eligibility levels.

**Tribal Lead Agencies must establish CCDF income eligibility levels.** Complete Table 5.1.5.3 for the Tribal Lead Agency's CCDF income eligibility levels.

Column (a) lists 100 percent of the current Grantee Median Income (GMI) for each family size.

Column (b) lists 85 percent of the current GMI for each family size. (By law, this is the maximum allowable income for CCDF eligibility.)

Has the Tribal Lead Agency chosen to set income eligibility limits below 85 percent of the current GMI?

**[x]** No. Complete column (a) in Table 5.1.5.3. Column(b) will be automatically calculated. Do not complete columns (c) through (f).

**[ ]** Yes. Complete columns (a), (c), and (e) in Table 5.1.5.3. Columns (b), (d) and (f) will be automatically calculated.

Columns (c) and (d) show the Tribal Lead Agency’s maximum income eligibility level for each family size at the time a family applies for CCDF services. Tribal Lead Agencies have the option of setting income eligibility limits below 85 percent of the current GMI.

- Columns (e) and (f) list the Tribal Lead Agency’s graduated phase-out or maximum “exit” income levels. If the Tribal Lead Agency sets income eligibility limits below 85 percent of the current GMI, it is subject to the graduated phase-out requirement described below. Tribal Lead Agencies that set their initial income eligibility levels at 85 percent of the current GMI are not subject to the graduated phase-out requirement (98.21(b)). Tribal Lead Agencies that establish initial family income eligibility below 85 percent of GMI must provide graduated phase-out by implementing two-tiered eligibility thresholds, with the second tier of eligibility (used at the time of eligibility redetermination) set at 85 percent of State Median Income (SMI) for a family of the same size—or an amount lower than 85 percent of SMI but above the Tribal Lead Agency’s initial eligibility threshold. If the Tribal Lead Agency uses an amount lower than 85 percent of GMI, it must take into account the typical household budget for a low-income family and provide justification that the eligibility threshold (1) is sufficient to accommodate increases in family income that promote and support family economic stability and (2) reasonably allows a family to continue accessing child care services without unnecessary disruption (98.21(b)).

The income limit in column (e) cannot exceed the amount shown in column (b).

**Table 5.1.5.3: Tribal CCDF Income Eligibility Levels**

Family Size	(a) 100% of GMI \$/month	(b) 85% of GMI \$/month [Multiply (a) by 0.85]	(c) <i>(If Applicable)</i> Maximum Income Level if Lower Than 85% Current GMI \$/month	(d) <i>(If Applicable)</i> Maximum Income Level if Lower Than 85% Current GMI % of GMI [Divide (c) by (a), multiply by 100]	(e) <i>(If Applicable)</i> Maximum Phase-Out/Maximum “Exit” Income Level (Cannot exceed 85% GMI) \$/month	(f) <i>(If Applicable)</i> Maximum Phase-Out/Maximum “Exit” Income Level (Cannot exceed 85% GMI) % of GMI [Divide (e) by (a), multiply by 100]
1*	4051.00	3443.35				
2	5297.00	4502.45				
3	6544.00	5562.40				

4	7791.00	6622.35				
5	9037.00	7681.45				
6	10284.00	8741.40				
7	10517.00	8939.45				
8	10751.00	9138.35				

\* *Note:* On a case-by-case basis, Tribal Lead Agencies may consider a child in foster care to be a “family of one” for purposes of determining CCDF income eligibility.

5.1.5.4 Income fluctuations in determining or redetermining eligibility.

During the eligibility determination or redetermination process, **the Tribal Lead Agency must consider fluctuations in family income.** This is particularly important for families who rely on work that is unpredictable or seasonal in nature, such as agriculture; construction work; or subsistence activities, such as hunting and fishing. Families may experience a temporary spike in income due to working increased hours over a short period, yet those earnings are not representative of the family’s income over the course of a year.

How does the Tribal Lead Agency take income fluctuations into account when determining and redetermining eligibility? Check all that apply:

Averaging income annually

Disregarding temporary, short-term income increases

Other. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services determines wage based income using the first 40 hours per week and requires the most recent 30 days of income. Tribal Lead Agency may use the average of the annual income if it better identifies the true earnings of the family.**

5.1.5.5 Family assets.

Tribal Lead Agencies are required to ensure that children receiving CCDF program funds do not have family assets that exceed \$1,000,000, as certified by a family member (98.20(a)(2)(ii)). Tribal Lead Agencies can meet this requirement through family self-certification, either in the application, during the interview process, or through another method as determined by the Tribal Lead Agency.

Describe how the family member certifies that family assets do not exceed \$1,000,000: **Tribal Lead Agency Anishnaabek Community and Family Services requires families to identify if their assets exceed \$1,000,000 by checking a box on the CCDF Application.**

5.1.6 Additional Eligibility Criteria

The Tribal Lead Agency has flexibility in establishing additional eligibility criteria. Additional criteria could include, for example, Tribal applicants first applying with the state CCDF program or higher income limits in one part of the Tribal service area.

5.1.6.1 Does the Tribal Lead Agency establish additional eligibility criteria (98.16(g)(5), 98.20(b))?

No

Yes. Describe:

5.1.6.2 Attachment for additional income eligibility.

If additional eligibility criteria include different income eligibility limits, please attach additional income eligibility tables and indicate attachment(s) #: **Document was not provided by TLA**

## 5.2 Application and Eligibility Determination/Redetermination Process

5.2.1 Dissemination of Information on Applying for Child Care Assistance

Tribal Lead Agencies must inform families of eligible children and the general public of the process by which they can apply for Tribal CCDF assistance (658E(c)(2)(E)(i)(1)).

5.2.1.1 Informing Families.

How are families informed of the availability of child care assistance under the Tribal CCDF program? Check only those that apply:

Tribal Lead Agency

Other governmental offices

Child care providers

Community outreach events

CCR&R agencies

Tribal newsletter/newspaper

Public and/or Tribal schools

Radio and/or television

Early Head Start/Head Start programs

Social media

Health Clinics

Internet. Provide website(s):  
**www.saulttribe.com**

TANF offices

Other. Describe:

Other Tribal offices

5.2.2 Applying for Child Care Services

5.2.2.1 How can families apply for child care services? Check only those that apply:

In-person interview or orientation

Phone

Mail

At the child care provider's site

Electronically via online application or email (provide website):

Other. Describe:

5.2.3 Eligibility Documentation Procedures

Tribal Lead Agencies are required to have procedures for documenting and verifying that children and families receiving CCDF program funds meet eligibility criteria at the time of eligibility determination and redetermination (98.68(c)).

Lead agencies should note that there are no Federal requirements for specific documentation or verification procedures.

#### 5.2.3.1 Document verification at initial determination and redetermination.

Check the information that the Tribal Lead Agency documents and verifies at initial determination and redetermination and describe, at a minimum, what information is required and how often. Check only those that apply:

**[x] Child's age: Tribal Lead Agency Anishnaabek Community and Family Services requires children in need of CCDF subsidies to provide proof of age by either submitting a Tribal ID and/or birth certificate at initial determination and updated Tribal ID's as needed. Tribal Lead Agency requires this information at time of initial application and re determination.**

**[x] Indian child: Tribal Lead Agency Anishnaabek Community and Family Services requires children in need of CCDF subsidies to provide proof of Tribal Membership by either submitting a Tribal ID or birth certificate at initial determination and updated Tribal ID's as needed. Tribal Lead Agency will also accept a letter of Tribal Membership by Sault Tribe Enrollment with the expectation that a valid Tribal ID will be obtained within 6 months of the letter.**

**[x] Work: Tribal Lead Agency Anishnaabek Community and Family Services requires applicants to provide an Employment Verification Form that includes wages, schedule, place of employment, start date, end date and signatures of employer along with the most recent 30 days of income. Tribal Lead Agency does take into consideration the schedule of hours for determining eligibility of full or part-time care eligibility. Child Care option must meet the needs of the schedule. Tribal Lead Agency requires the same information upon re determination or if the applicant is reporting new employment.**

**[x] Job training: Tribal Lead Agency Anishnaabek Community and Family Services requires applicants that are attending an approved job training program to submit paperwork and forms from the training entity that include begin date, end date, and location of training. Tribal Lead Agency requires this information upon re determination also.**

**[x] Education program: Tribal Lead Agency Anishnaabek Community and Family Services requires applicants that are attending an educational program to submit a verifiable schedule from an approved entity of higher education every semester/term. Tribal Lead Agency requires the schedule to include the class name, location, and times of each class. Tribal Lead Agency requires this information upon re determination also.**

**[x] Family income: Tribal Lead Agency Anishnaabek Community and Family Services requires CCDF applicants to provide check stubs for the most recent 30 days for all adults in the household, self-employment documentation and statement, proof of contract payments, proof of service on boards/committees, statement from Unemployment showing amounts of payment and dates received, Adoption Subsidy payment, Per Capita payments, Lottery**

**Winnings statement, Rental Property Income, SSI, Social Security, Survivor Benefits, and Military/Veteran payments at initial determination and re determination.**

Household composition: **Tribal Lead Agency Anishnaabek Community and Family Services requires CCDF applicants to provide household information such as name, dob, social security number, earned income, needed hours of care, etc. for all household members at initial application and re determination.**

Applicant identity: **Tribal Lead Agency Anishnaabek Community and Family Services requires CCDF applicants to provide social security cards for all members of the household and Tribal ID's where applicable at initial application and re determination, However, as long as nothing changes we can use the information we have in the file so as to not make it a barrier to the family upon re determination.**

Applicant's relationship to the child: **Tribal Lead Agency Anishnaabek Community and Family Services requires CCDF applicants to provide relationship with the child on the application and/or court documents for initial and re determination application.**

Applicant's residence (e.g., must reside within Indian reservation or service area): **Tribal Lead Agency Anishnaabek Community and Family Services requires CCDF applicants to provide their current address and Unit number on the application to determine that the family lives in the 7 County Service Area upon initial and re determination applications.**

Other:

#### 5.2.4 Timeliness of Eligibility Determinations

##### 5.2.4.1 Timeliness of eligibility upon receipt of applications.

Which strategies, if any, will the Tribal Lead Agency use to ensure the timeliness of eligibility determinations upon receipt of applications? Check only those that apply:

Time limit for making eligibility determinations. Describe the length of time: **Tribal Lead Agency Anishnaabek Community and Family Services will process complete CCDF application within 10 business days of receiving the completed application. Tribal Lead Agency will purge incomplete application on the 45th calendar day.**

Track and monitor the eligibility determination process.

Other. Describe:

None.

#### 5.2.5 12-Month Eligibility

**Tribal Lead Agencies are required to establish a minimum 12-month eligibility and redetermination period, regardless of changes in a family's eligibility including changes in child's age (including turning 13 years old during the 12-month eligibility period) and changes in family's residency within a Tribal service area (658E(c)(2)(N)(i) and (ii); 45 C.F.R § 98.21(a)(1)).**



Tribal Lead Agencies must provide a minimum 12-month eligibility and redetermination period as long as the family's income does not exceed the Federal threshold of 85 percent of the grantee median income. The Tribal Lead Agency may not terminate assistance prior to the end of the 12-month period if a family experiences temporary changes in participation in work, training, or educational activities (658E(c)(2)(N)(i) and (ii)).

#### 5.2.5.1 Minimum 12-month eligibility.

Describe the Tribal Lead Agency's policies and procedures in implementing the minimum 12-month eligibility and redetermination requirements: **Tribal Lead Agency Anishnaabek Community and Family Services provides CCDF eligible families with a 12 month eligibility period. Tribal Lead Agency will send the family a re determination packet 6 weeks prior to the end of the 12 month eligibility period with a due date no later than two weeks prior to the end of the 12 month eligibility period.**

#### 5.2.5.2 Definitions required minimums of temporary change.

Describe and define the Tribal Lead Agency's policy for each of the minimum required elements listed below that are included in the lead agency's definition of "temporary change."

**[x]** Time-limited absence from work for an employed parent due to such reasons as the need to care for a family member, or an illness. Describe or define the Tribal Lead Agency's policy: **Tribal Lead Agency Anishnaabek Community and Family Services requires CCDF applicants to provide a letter from their employer stating the worker is planning on returning and the date of return. If the absence is more than 90 days, the Tribal Lead Agency will re-evaluate the request depending on when the request is during the 12 month eligibility period. Tribal Lead Agency requires applicants to be working, going to school or in a job training program upon entering or upon re determination.**

**[x]** Interruption in work for a seasonal worker. Describe or define the Tribal Lead Agency's policy: **Tribal Lead Agency Anishnaabek Community and Family Services takes in to consideration the needs for seasonal workers and that their schedule may not be the same each year. Tribal Lead Agency does require all CCDF applicants to be working, going to school or in a job training program to enter the program either initially or at re determination.**

**[x]** Student holidays or breaks for a parent participating in a training or educational program. Describe or define the Tribal lead agency's policy: **Tribal Lead Agency Anishnaabek Community and Family Services takes into consideration the holidays or breaks from school and do not end the services.**

**[x]** Reduction in work, training, or education hours, as long as the parent is still working or attending a training or an educational program. Describe or define the Tribal Lead Agency's policy: **Tribal Lead Agency Anishnaabek Community and Family Services considers short-term reduction in work, training, or education hours during the 12 month eligibility period. Tribal Lead Agency does not reduce the child care benefits during a reduction in work, training or education so that the child has continuity of care.**

- [x]** Other cessation of work or attendance at a training or an educational program that does not exceed 3 months, or a longer period of time established by the Tribal Lead Agency. Describe or define the Tribal Lead Agency’s policy: **Tribal Lead Agency Anishnaabek Community and Family Services provides eligible CCDF families a 90 calendar day work, education or job training cessation as long as the 90 days do not interfere with the 12 month eligibility period. If the 90 days occurs during the re determination period, the family must enter the program working, going to school or in a job training program, therefore their eligibility will end.**
- [x]** Changes in residency within the Tribal service area. Describe or define the Tribal Lead Agency’s policy: **Tribal Lead Agency Anishnaabek Community and Family Services requires all CCDF applicants to reside in the 7 County Service area while receiving CCDF subsidies. Tribal Lead Agency closes the CCDF case immediately if the family no longer resides in the 7 County Service Area.**
- [x]** A child turning 13 years old during the 12-month eligibility period. Describe or define the Tribal Lead Agency’s policy: **Tribal Lead Agency Anishnaabek Community and Family Services requires children receiving CCDF subsidies to be between the ages of birth and 12 years. If a 12 year old turns 13 during their 12 month eligibility period then the CCDF subsidies with continue until the end of the 12 month eligibility period. Upon re determination that child would no longer be eligible for CCDF subsidies.**

5.2.5.3 Additional definitions of temporary changes.

Describe any additional conditions in the Tribal Lead Agency’s definition of “temporary changes in activity”: **Tribal Lead Agency Anishnaabek Community and Family Services determines additional conditions on a case by case basis.**

5.2.6 Option to discontinue assistance during the 12-month eligibility period.

A Tribal Lead Agency has the option to discontinue assistance during the 12-month eligibility period due to a parent’s non-temporary loss of work, or cessation of attendance at a job training or an educational program; however, it must provide at least 3 months of continued assistance at the same level after such loss or cessation. At the end of the minimum 3-month period of continued assistance, if the parent has engaged in a qualifying work, training, or educational program activity with an income below 85 percent of SMI, assistance cannot be terminated, and the child must continue receiving assistance until the next scheduled redetermination or, at the Tribal Lead Agency’s option, for an additional minimum 12-month eligibility period (98.21 (a)).

5.2.6.1 Discontinuation of assistance during a minimum 12-month eligibility period.

Does the Tribal Lead Agency choose to discontinue assistance during the minimum 12-month eligibility period due to a parent’s non-temporary loss or cessation of eligible activity?

- [x]** Yes. Describe the Tribal Lead Agency’s policies and procedures for discontinuing assistance due to a parent’s non-temporary change: **Tribal Lead Agency Anishnaabek Community and Family Services discontinues assistance due to a parent's non-temporary change**

**immediately upon notice from the parent that they are no longer engaged in an eligible activity during the 12 month eligibility period. Tribal Lead Agency does offer a 90 day grace period if the job loss is non-temporary as stated in 5.2.6.2.**

- No. The Tribal Lead Agency does not discontinue assistance during the 12-month eligibility period due to a parent’s non-temporary change.

5.2.6.2 Job search/continuation of services.

Describe the Tribal Lead Agency’s policies and procedures for offering a minimum 3-month period to allow parents to engage in a job search, and to resume participation in an eligible activity.

**Describe: Tribal Lead Agency Anishnaabek Community and Family Services offers a 3 month period to allow parents to resume participation in an eligible activity if that activity ceases during the 12 month eligibility period. Applicants must be working, going to school or in a job training program upon initial and re determination, therefore they may not receive the entire 3 month period.**

*The Tribal Lead Agency may discontinue assistance prior to the next 12-month redetermination in the following limited circumstances. Check only those that apply:*

- Excessive unexplained absences (after multiple attempts to contact the family, including the prior notification of a possible discontinuation of assistance).
- A change in residency outside of the Tribal service area.
- Substantiated fraud or intentional program violations that invalidate prior determinations of eligibility. Describe the violations that lead to discontinuing assistance: **Tribal Lead Agency Anishnaabek Community and Family Services establishes violations that lead to discontinuing assistance to be substantiated fraud and intentional program violations such as not including all household members, sources of earned and unearned income and reporting false changes to the composition of the household. Tribal Lead Agency requires the applicants to re apply or correct the current application. Tribal Lead Agency requires this at initial and re determination.**

5.2.7 Change reporting during the 12-month eligibility period.

Families are required to report to the Tribal Lead Agency at any time during the 12-month eligibility period if the family’s income exceeds 85 percent of the GMI, taking into account irregular fluctuations in income (98.21(e)(1)).

**Any additional reporting requirements during the 12-month eligibility period must be limited to items that impact a family’s eligibility (e.g., that impact the Tribal Lead Agency’s ability to contact the family or pay the child care providers) and shall not require an office visit.** In addition, the Tribal Lead Agency must offer a range of notification options to accommodate families.

**Tribal Lead Agencies are required to have procedures and policies in place to ensure that families (especially families receiving assistance under the TANF program) are not required to unduly**

**disrupt their employment, education, or job training activities to comply with the Tribal Lead Agency’s or designated local entity’s requirements for the redetermination of eligibility for assistance (658E(c)(2)(N)(ii); 98.21(d)).**

5.2.7.1 Requirements for families to report changes.

Does the Tribal Lead Agency require families to report other changes (e.g., change of address, change in need for child care, change in child care provider)?

No.

Yes. Describe **Tribal Lead Agency Anishnaabek Community and Family Services requires CCDF families to report changes of address, telephone, family composition, reason for care, etc., within 10 days of the change by phone, email or fax.**

5.2.7.2 Ensuring reporting is not burdensome.

Describe how the Tribal Lead Agency ensures that reporting changes are not burdensome and avoid an impact on continued eligibility between redeterminations (e.g., reporting changes by mail, email, online forms, or in-person; extended submission hours): **Tribal Lead Agency Anishnaabek Community and Family Services ensures reporting changes is not burdensome by allowing 10 days for the report and the report can be made by phone, email or fax.**

5.2.8 Procedures for Unlimited Access for Parents

**Tribal Lead Agencies are required to have in effect** procedures for ensuring that parents have unlimited access to their children whenever their children are in the care of a provider who receives CCDF program funds (658E(c)(2)(B); 98.16(t); 98.31).

**5.2.8.1** Describe the Tribal Lead Agency’s procedures for meeting the parental access requirement: **Tribal Lead Agency requires all provider types to give parents unlimited access to their children while the children are in care by signing an Open Door Policy stating this rule.**

5.2.9 TANF Agency Definitions

Tribal Lead Agencies are required to inform parents who receive TANF benefits about the exception to the individual penalties associated with the work requirement for any single custodial parent who has a demonstrated inability to obtain needed child care for a child younger than age 6 (98.16(v); 98.33(f)).

The TANF agency, not the Tribal CCDF lead agency, is responsible for establishing the following criteria or definitions. These criteria or definitions are offered in this Plan as a matter of public record. This question is for informational purposes.

The Tribal Lead Agency may choose to coordinate with either the Tribal TANF agency or agencies within the service area, the state TANF agency, or both. The definitions provided should be gathered from the TANF agency that is most relevant and works more closely with the Tribal Lead Agency.

5.2.9.1 Identify the TANF agency that established these criteria or definitions:

State TANF Agency: **Michigan Department of Health and Human Services**

Tribal TANF Agency:

5.2.9.2 Provide the following criteria or definitions established by the TANF Agency:

1. “Appropriate child care”: **MDHHS defines Appropriate Child Care as the care that is appropriate to the child’s age, disabilities, and other conditions.**
2. “Reasonable distance”: **MDHHS defines Reasonable Distance as the total commuting time to and from work and the child care facility does not exceed three hours per day.**
3. “Unsuitability of informal child care”: **MDHHS defines Unsuitability of informal child care as the provider does not meet applicable state and local standards. Also, license exempt providers who are not licensed by the Bureau of Community Health Systems (BCHS) just meet Michigan Department of Education (MDE) enrollment requirements.**
4. “Affordable child care arrangements”: **MDHHS defines Affordable Child Care Arrangements as the child care is provided at the rate of payment or reimbursement offered by MDE.**

5.2.9.3 TANF work requirements exceptions.

How are parents who receive TANF benefits informed about the exception to individual penalties associated with the TANF work requirements? Briefly describe the process:

In writing. Describe: **Tribal Lead Agency will inform parents who receive TANF benefits about the exception to individual penalties associated with the TANF work requirements in writing.**

Verbally. Describe:

### 5.3 Improving Access for Vulnerable Children and Families

**Tribal Lead Agencies are required to give priority for child care assistance to “children with special needs” and children experiencing homelessness (658E(c)(3)(B); 98.46(a)).** The prioritization of CCDF assistance services is not limited to eligibility determination (e.g., prioritize for enrollment, serve without placing vulnerable populations on waiting lists, waive co-payments, pay higher rates for access to higher quality care, use grants or contracts to reserve slots for priority populations).

#### 5.3.1 Children With Special Needs

Tribal Lead Agencies have flexibility in how they define “children with special needs.” The definition of “children with special needs” may include children with physical or mental disabilities or children who are considered part of “vulnerable populations” (e.g., families with very low incomes, children at risk of receiving protective services, children with teen parents).

5.3.1.1 Describe how the Tribal Lead Agency defines “children with special needs”: **Tribal Lead Agency defines Children with Special Needs as a child 18 years or younger with an impairment or disability, verified by the child’s primary health or mental health provider, of extraordinary need for continuous care and or supervision. Children receiving protective services or are victims of sex trafficking, domestic violence, in an approved guardianship and homelessness are**

**considered to be children with special needs and the parents or in loco parentis are eligible to receive CCDF child care subsidies with proper documentation.**

5.3.1.2 Children with special needs.

Describe how the Tribal Lead Agency will give priority for child care services to children with special needs: **Tribal Lead Agency gives children with special needs priority over children who do not have special needs in the event that Tribal Lead Agency must enact a waiting list for CCDF subsidies.**

5.3.2 Services for Children Experiencing Homelessness

As defined in Section 725 of Subtitle VII-B of the McKinney-Vento Act (42 U.S.C. 11434a; 98.2), children experiencing homelessness are those who lack a fixed, regular, and adequate nighttime residence, and who are:

- Sharing the housing of others due to a housing, economic hardship, or similar reason
- Living in hotels, motels, trailer parks, or campgrounds due to the lack of alternative adequate accommodations
- Living in emergency or transitional shelters
- Abandoned in hospitals
- Living in a primary nighttime residence that is public or not designed for human beings
- Living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings
- Migrant children

**Tribal Lead Agencies are required to expend CCDF program funds to:**

- Permit the enrollment (after an initial eligibility determination) of children experiencing homelessness while required documentation is obtained—allowing a grace period
- Provide training and TA to child care providers and the appropriate Tribal Lead Agency (or designated entity) staff in identifying and serving children experiencing homelessness
- Conduct specific outreach to families experiencing homelessness (658E(c)(3)(B)(i); 98.51)

5.3.2.1 Access for families experiencing homelessness.

Describe how the Tribal Lead Agency improves access to child care for children and families experiencing homelessness (e.g., adding new providers near homeless shelters): **Tribal Lead Agency improves access to child care for children and families experiencing homelessness by prioritizing the needs of children being homeless. Tribal Lead Agency allows families experiencing homelessness an extended Grace Period for the paperwork requirements, and eliminating the 10 day processing period.**

5.3.2.2 Services for families experiencing homelessness.

Indicate how services are prioritized for children experiencing homelessness, as defined by the Tribal Lead Agency. Check only those that apply:

- Prioritize for enrollment in child care services
- Serve without placing on waiting list
- Waive co-payments (on a case-by-case basis) as described in 5.4.1(g)
- Pay a higher rate for access to higher quality care
- Using grants or contracts to reserve spots

5.3.2.3 Outreach for families experiencing homelessness.

Describe how the Tribal Lead Agency conducts outreach to children experiencing homelessness and their families: **Tribal Lead Agency conducts outreach by coordinating efforts with ACFS and like agencies to offer services to eligible families and children.**

5.3.2.4 Grace periods.

Tribal Lead Agencies must establish a grace period that allows children experiencing homelessness and children in foster care to receive CCDF assistance while providing their families with a reasonable time to take any necessary actions to comply with immunization and other health and safety requirements. The length of such a grace period shall be established in consultation with the state, territorial, or Tribal health agency (658E(c)(2)(I)(i)(I); 98.41(a)(1)(i)(C)).

Describe the grace period and how the length of the grace period was established in consultation with state or Tribal health agencies for:

- a) children experiencing homelessness: **Tribal Lead Agency extends the grace period for children experiencing homelessness to 45 calendar days. The grace period was established in consultation with the Sault Tribe Direct Assistance Program and Tribal Health professionals.**
- b) children in foster care: **Tribal Lead Agency extends the grace period for foster families to 45 calendar days. The grace period was established in consultation with the Sault Tribe Early Childhood Education Program Manager, Tribal Health professionals and Foster Care Family Case Managers.**

5.3.3 Additional Priority Rules or Categories

5.3.3.1 Does the Tribal Lead Agency have additional priority rules or categories?

- No.
- Yes. Define the additional priority rule(s):

5.3.4 Building the Supply of Child Care

**Tribal Lead Agencies are required to develop and implement strategies to increase the supply of child care services and to improve the quality of care for children who are typically underserved.** These populations include children in underserved areas, infants and toddlers, children with

disabilities, and children who receive care during non-traditional hours. (See <https://www.acf.hhs.gov/occ/policy-guidance/building-supply-high-quality-child-care> for additional guidance.)

#### 5.3.4.1 Supply and quality improvement strategies.

Describe the strategies being implemented by the Tribal Lead Agency to increase the supply and to improve the quality of child care services for each of the following groups of children.

Children in underserved areas. Describe: **Tribal Lead Agency offers certification for Relative Care Providers and In-Home Aides in all underserved population types.**

Infants and toddlers. Describe: **Tribal Lead Agency offers certification for Relative Care Providers and In-Home Aides in all underserved population types. Tribal Lead Agency offers a certified Relative Care Provider and In-Home Aide a tiered payment rate that is higher for Infants.**

Children with disabilities. Describe: **Tribal Lead Agency offers certification for Relative Care Providers and In-Home Aides in all underserved population types. Tribal Lead Agency offers certified Relative Care Providers and In-Home Aides a higher rate of pay for children with disabilities.**

Children who receive care during non-traditional hours. Describe: **Tribal Lead Agency offers certification for Relative Care Providers and In-Home Aides in all underserved population types. Tribal Lead Agency offers certified Relative Care Providers and In-Home Aides a tiered rate of pay for after-hours and weekend work schedules above the regular, more standard work schedules.**

#### 5.4 Family Contribution to Payments

**Tribal Lead Agencies must establish and periodically revise a sliding-fee scale that varies based on income and the size of the family to determine each family's contribution (i.e., co-payment) that is not a barrier to families receiving CCDF program funds (658E(c)(5)).**

##### 5.4.1 Family Contribution to Payment

In addition to income and size of the family, the Tribal Lead Agency may use other factors when determining family contributions/co-payments. Tribal Lead Agencies, however, may not use the cost of care or amount of a subsidy payment in determining copayments (98.45(k)(2)).

- 5.4.1.1 Complete the co-payment information based on the most populous area of the service area (defined as the area serving the highest number of CCDF children). Calculate the percent of income by dividing the co-payment by the family income.



	Lowest income level where family is charged a co-pay (greater than \$)	What is the monthly co-payment for a family of this size based on the lowest income level?	What percentage of income is this co-payment at the lowest income level?	Highest income level before a family is no longer eligible?	What is the monthly co-payment for a family at the highest income level?	What is the percentage of income at the highest income level?
Family size of 1	0.00	0.00		3443.00	0.00	0.00
Family size of 2	1526.00	10.00	0.66	4504.00	40.00	0.89
Family size of 3	1920.00	10.00	0.52	5561.00	40.00	0.72
Family size of 4	2313.00	10.00	0.43	6622.00	40.00	0.60
Family size of 5	2706.00	10.00	0.37	7681.00	40.00	0.52

5.4.1.2 What is the effective date of the sliding-fee scale(s)? 2/1/2022

5.4.1.3 Will the attached sliding-fee scale be used in all parts of the service area?

Yes.

No. Attach additional sliding-fee scale(s). Attachment(s) #: **Document was not provided by TLA.** Effective date:

5.4.1.4 Calculation of family contribution.

How will the family’s contribution be calculated, and to whom will it be applied? Check only those that apply:

The fee is a dollar amount and:

The fee is per child, with the same fee for each child.

The fee is per child and is discounted for two or more children.

The fee is per child up to a maximum per family.

No additional fee is charged after a certain number of children.

The fee is per family.

The contribution schedule varies because it is set locally and/or regionally. Describe:

Other. Describe:

The fee is a percentage of income and:

The fee is per child, with the same percentage applied for each child.

- The fee is per child, and a discounted percentage is applied for two or more children.
- The fee is per child up to a maximum per family.
- No additional percentage is charged after a certain number of children.
- The fee is per family.
- The contribution schedule varies because it is set locally and/or regionally (as indicated in 5.4.1.3). Describe:
- Other. Describe:

5.4.1.5 Additional factors to determine family’s co-payment.

Does the Tribal Lead Agency use other factors in addition to income and family size to determine each family’s co-payment (658E(c)(3)(B))? *Reminder:* Tribal Lead Agencies may not use the cost of care or amount of a subsidy payment in determining copayments (98.45(k)(2)).

- No.
- Yes. Check and describe those additional factors below:
  - Number of hours the child is in care. Describe:
  - Lower co-payments for a higher quality of care, as defined by the Tribal Lead Agency. Describe:
  - Other. Describe:

5.4.1.6 Affordability of family contribution/co-payment.

How will the Tribal Lead Agency ensure that the family contribution/co-payment is affordable and is not a barrier to families receiving CCDF program funds? Check only those that apply:

- Limit the maximum co-payment per family to a dollar amount. List the maximum dollar amount, and describe: **Tribal Lead Agency Anishnaabek Community and Family Services sets the maximum family contribution at \$40 per child receiving subsidies every two weeks.**
- Limit the combined amount of co-payment for all children to a percentage of family income. List the percentage, and describe:
- Minimize the abrupt termination of assistance before a family can afford the full cost of care (“the cliff effect”) as part of the graduated phase-out of assistance. Describe:
- Other. Describe:

5.4.1.7 Waiving family contributions/co-payments.

The Tribal Lead Agency may waive contributions/co-payments from families whose incomes are at or below the poverty level for a family of the same size; for families who are receiving or

needing to receive protective services, as determined for purposes of CCDF eligibility; or for families who meet other criteria established by the Tribal Lead Agency (98.45(k)(4)).

Does the Tribal Lead Agency waive family contributions/co-payments? Check only those that apply:

Yes, the Tribal Lead Agency waives family contributions/co-payments for families with an income at or below the poverty level for families of the same size.

Yes, the Tribal Lead Agency waives family contributions/co-payments for families who are receiving or needing to receive protective services, as determined by the Tribal Lead Agency for purposes of CCDF eligibility.

Yes, the Tribal Lead Agency waives family contributions/co-payments for other criteria established by the Tribal Lead Agency (e.g., families experiencing homelessness, migrant workers, victims of human trafficking, families receiving TANF). Describe the criteria: **Tribal Lead Agency Anishnaabek Community and Family Services waives the co-payments for families experiencing homelessness, victims of human trafficking, or other circumstances on a case-by-case basis.**

No, the Tribal Lead Agency does not waive family contributions/co-payments.

5.4.1.8 Allowance of additional amounts exceeding subsidy payment.

Does the Tribal Lead Agency allow providers to charge families additional amounts above the required co-payment in instances where the provider's price exceeds the subsidy payment (98.45(b)(5))?

No.

Yes. If yes, describe the policy and/or procedure:

## 6 Ensure Equal Access to Quality Child Care for Low-Income Children (*Tribes with Medium and Large Allocations*)

### 6.1 Description of Direct Child Care Services

CCDF direct services may be provided through a subsidy program in which the Tribal Lead Agency offers certificates for families to use in any approved child care setting; through a Tribal CCDF-operated center; or through grants or contracts that allocate slots with a provider who offers child care services. The Final Rule established three categories of care:

- Center-based child care: Group care provided in a facility outside of the child’s or provider’s home
- Family child care: Care provided in a private residence other than the child’s residence
- In-home child care: Care provided in the child’s home

***Tribal Lead Agencies with large allocations are required to operate a certificate program that permits families to choose care from all three categories of care.***

#### 6.1.1 Child Care Services (658E(c)(2)(A); 658E(c)(3)(A)-(B); 658P(6)-(7); 98.16(i)(1); 98.30; 98.50)

##### 6.1.1.1 In-home care limits.

If the Tribal Lead Agency allows for in-home care (i.e., care provided in the child’s own home), as described in 98.16(i)(2), does the Tribal Lead Agency limit the use of in-home care in any way?

No.

Yes. What limits does the Tribal Lead Agency set? Check only those that apply:

Restricted based on the minimum number of children in the care of the provider due to the Fair Labor Standards Act (minimum wage) requirement. Describe:

Restricted based on the provider meeting a minimum age requirement (a relative provider must be at least 18 years of age based on the definition of eligible child care provider (98.2). Describe: **Tribal Lead Agency Anishnaabek Community and Family Services requires In-Home Aides to be at least 18 years of age.**

Restricted based on hours of care (e.g., a certain number of hours, non-traditional work hours). Describe:

Restricted to care by relatives only. Describe:

Restricted to care for children with special needs or medical conditions. Describe:

Restricted to in-home providers that meet additional health and safety requirements beyond those required by the CCDF program. Describe:

Other. Describe:

6.1.1.2 Funding direct child care services by the Tribal Lead Agency.

How does the Tribal Lead Agency fund its direct child care services? Check only those that apply:

Certificates. *(Tribal Lead Agencies with large allocations must operate certificate programs).*

Grants or contracts with approved child care providers.

CCDF-funded Tribally Operated Center.

1. Does the Tribal Lead Agency provide child care services exclusively through a Tribally Operated Center(s)?

Yes *(option available only to Tribal Lead Agencies with medium allocations).*

**Skip the rest of Section 6. Continue to Section 7.**

No. **Continue to the next question.**

6.1.1.3 Provision of grants or contracts.

CCDF direct services may be provided through grants or contracts that allocate slots with a provider who offers child care services. Does the Tribal Lead Agency use grants or contracts for child care slots to increase the supply and/or to improve the quality of child care programs (658E(c)(2)(M))?

No, grants or contracts are not used for the purposes of increasing supply or improving quality.

Yes. Grant- or contract-funded slots are used to increase the supply and/or to improve the quality of the following types of child care programs through (check only those that apply):

Providers offering Native language education or a culturally based curriculum.

Providers serving specific populations. (Please reference and complete Table 6.1.1.4 below.)

Providers serving children needing care during non-traditional hours.

Providers meeting or exceeding higher quality standards, such as programs with higher QRIS ratings or nationally accredited programs.

Providers offering bonuses, higher pay, or other financial incentives to teaching staff for reaching higher levels of education and/or qualifications.

Other. Describe:

**Table 6.1.1.4:**

<i>Grants or Contracts Are Used in Child Care Programs That Serve</i>	<i>To Increase the Supply of Care</i>	<i>To Increase the Quality of Care</i>
i. Children with disabilities	[ ]	[ ]
ii. Infants and toddlers	[ ]	[ ]
iii. School-age children	[ ]	[ ]
iv. Children needing non-traditional hour care	[ ]	[ ]
v. Children experiencing homelessness	[ ]	[ ]
vi. Children with diverse linguistic or cultural backgrounds	[ ]	[ ]
vii. Children in underserved areas	[ ]	[ ]
viii. Children in urban areas	[ ]	[ ]
ix. Children in rural areas	[ ]	[ ]
x. Other populations, please specify	[ ]	[ ]

6.1.2 Methods to Inform Families of Child Care Provider Categories

6.1.2.1 Informing families of child care provider options.

How are families informed of the option to choose from the full range of child care provider categories—for example, center-based child care, family child care, in-home child care providers, and other provider types as applicable (658E(c)(2)(A)(i); 658P(2); 658Q)? Check only those that apply:

Certificate that also includes information about the choice of providers, including high-quality providers

Consumer education materials on choosing child care

Verbal communications at the time of application

Community outreach, workshops, or other in-person activities

Other. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services provides information to parents regarding the child care provider choices on the CCDF Application.**

6.2 Assessing Child Care Market Rates

The regulations at 98.83(d)(1)(iv) exempt all Tribal Lead Agencies from the requirement to use a market rate survey or alternative methodology to set provider payment rates because many Tribal service areas are in rural, isolated areas, making such a requirement difficult.

Although they are exempt from the market rate survey requirement, **Tribal Lead Agencies must set sufficient base payment rates to provide equal access to the full range of child care services and must set rates that cover the costs of providing higher quality care.** At a minimum, *Tribal Lead Agencies with large allocations* must operate certificate programs and are required to show how payment rates are adequate, including a description of how payment rates are established; how they support the health, safety, quality, and staffing requirements, along with the cost of providing higher quality care; and, where applicable, how they support cultural and linguistic appropriateness.

*Tribal Lead Agencies, at their option, may still conduct a market rate survey or an alternative methodology approach or use the state's methodologies to set payment rates.* If using an alternative methodology, a Tribal Lead Agency may use child care resource and referral data to assess child care costs in its service area. See <https://www.acf.hhs.gov/occ/resource/ccdf-acf-pi-2018-01> for additional alternative methodology guidance.

### 6.2.1 Determining Cost of Care

#### 6.2.1.1 Cost of care by Tribal Lead Agency.

How did the Tribal Lead Agency determine the cost of care? Please indicate if any of the following sources of information were used in assessing the cost of care or price of care within the service area. Check only those that apply:

State market rate survey. State(s): **Michigan** Date(s) completed: **4/1/2021**

State alternative methodology. State(s): Date(s) completed:

Child care resource and referral data. Describe:

Tribal market rate survey. Date completed:

Alternative methodology. Date completed:

Other. Describe:

### 6.3 Establishing Adequate Payment Rates

**Tribal Lead Agencies are required to establish payment rates for child care services that ensure eligible families have equal access to child care services comparable to those services provided to families not eligible to receive CCDF services (658E(c)(4); 98.16(r); 98.45(a); 98.45(b)(1)-(2); 98.45(b)(7)-(8)).**

#### 6.3.1 Establishing Payment Rates

6.3.1.1 Describe how the Tribal Lead Agency establishes payment rates: Tribal Lead Agency Anishnaabek Community and Family Services utilizes the State of Michigan Child Care Market

Rate survey for the Upper Peninsula at 100% of those rates for child care centers, family/group homes in the Upper Peninsula of Michigan. Rates for Centers and Family/Group Homes shall not exceed \$5 per hour, up to \$250 per week, no more than 50 hours per week for full-time care for children birth to age 12 years. Tribal Lead Agency sets the rates to ensure eligible families have equal access to child care services comparable to those services provided to families not eligible to receive CCDF subsidies.

### 6.3.2 Base Payment Rates

Tribal Lead Agencies are required to set base payment rates *at least* at a level sufficient to cover the costs to the provider of the health, safety, quality, and staffing requirements included in the CCDBG Act and Final Rule.

#### 6.3.2.1 Description of how base payment rates support needs of providers.

Describe how the Tribal Lead Agency’s base payment rates enable providers to meet the health, safety, quality, and staffing requirements under the CCDF program: **Tribal Lead Agency Anishnaabek Community and Family Services ensures that the rates enable providers to meet the health and safety, quality and staffing requirements by providing basic health and safety materials such as fire extinguishers, smoke detectors, CO2 detectors, first aid kits, and other safety items. Tribal Lead Agency Anishnaabek Community and Family Services also has health and safety mini-grant opportunities.**

### 6.3.3 Base Rates Support of Quality

#### 6.3.3.1 Description of how base rates support needs of Tribal communities.

Describe how the Tribal Lead Agency’s base payment rates support quality and meet the needs of the Tribal communities they serve (e.g., where applicable, cultural and linguistic appropriateness): **Tribal Lead Agency Anishnaabek Community and Family Services rates support quality and meet the needs of they Tribal communities they serve by providing training to Tribal Licensed Family/Group homes and provide quality mini-grant opportunities.**

### 6.3.4 Payment Rates

The payment rates should reflect the variety of care offered in the Tribal Lead Agency’s program (e.g., different rates based on the child’s age, the category of care). Tribal Lead Agencies are reminded that payment rates cannot be based on a family’s eligibility, such as receiving TANF or participation in education or training. Include all payment rates and the definition of service areas in the attached payment rates.

For center-based providers and family child care providers, provide the full-time weekly base payment rate for each age group that the Tribal Lead Agency serves. If weekly rates are not published, then the Tribal Lead Agency will need to calculate its equivalent. If the payment rates differ, use the most common payment rates for center-based providers and family child care provider.

#### 6.3.4.1 Full-time weekly base payment rates for center-based care



Infant (6 months): **\$250.00**

Toddler (18 months): **\$250.00**

Preschooler (4 years): **\$250.00**

School-age child (6 years; Based on full-day, full-year rates that would be paid during the summer): **\$250.00**

#### 6.3.4.2 Payment rates for family child care providers

Infant (6 months): **\$250.00**

Toddler (18 months): **\$250.00**

Preschooler (4 years): **\$250.00**

School-age child (6 years; Based on full-day, full-year rates that would be paid during the summer): **\$250.00**

#### 6.3.4.3 Effective date of payment rate.

The effective date of those payment rates is: **5/1/2023** (Include tiered/differential rates in the payment rate attachment(s).)

#### 6.3.5 Tiered, Differential, or Add-On Rates

Tribal Lead Agencies can choose to establish tiered rates, differential rates, or add-ons to their base rates. This process allows them to increase payments for targeted needs (i.e., a higher rate for children with special needs as an incentive and for additional costs).

**Tribal Lead Agencies must set payment rates that ensure eligible families have the same access to care as families not eligible for subsidies.** They may set the rates based on what providers charge for care, but also must take into account the cost of care to providers. Providers usually set their prices based on a number of factors impacted by the cost of providing care, such as staff salaries and benefits, training and professional development, curricula and supplies, group size and child/staff ratios, enrollment levels, facility size, and other costs. Taking those factors into account means that Tribal Lead Agencies may set different rates for different kinds of care; for example, payment rates for infants may be higher than rates for school-age children because it costs providers more to offer infant care given more restricted child/staff ratios.

In addition, Tribal Lead Agencies can choose to set tiered payment rates or create rate add-ons (sometimes called “differential rates”) to their regular rates to increase payments for targeted needs. For example, a Tribal Lead Agency could encourage more care during non-traditional hours by paying providers who work evenings a 15-percent add-on over the regular payment rate. An example of tiered rates is paying family child care providers who earn a child development associate (CDA) 5 percent more than the regular rate and paying those who earn accreditation 10 percent more. Tiered rates and add-ons are often used to encourage and support care for specific populations (such as children with special needs, infants and toddlers,

school-age children, children in rural areas, or children experiencing homelessness) and to encourage providers to increase or sustain their program quality.

6.3.5.1 Types of tiered payment or differential rates by Tribal agency.

Does the Tribal Lead Agency provide any type of tiered payment or differential (add-on) rates (658E(c)(4)(C)(ii))?

No.

Yes. Describe each of the tiered or differential (add-on) rates that the Tribal Lead Agency has chosen to implement. Check only those that apply:

Tiered or differential rate for non-traditional hours

Tiered or differential rate for children with special needs (special needs as defined by the Tribal Lead Agency)

Tiered or differential rate for infants and toddlers

Tiered or differential rate for school-age programs

Tiered or differential rate for higher quality (quality as defined by the Tribal Lead Agency)

Other tiered or differential rates. Describe:

6.3.6 Payment Rates to Support Equal Access

6.3.6.1 Ensuring sufficient payment rates for equal access.

How does the Tribal Lead Agency ensure that payment rates are sufficient to ensure equal access? Equal access would offer children receiving CCDF subsidies access to the same services (e.g., type of care, quality of care) as children not receiving CCDF subsidies.

To certify, check only those that apply and provide a description of the rationale that the Tribal Lead Agency used to determine equal access (658E (c)(4)(A)).

Feedback from families, including family/parent surveys or family/parent complaints. Describe:

Feedback from providers, including provider surveys or provider complaints. Describe:

Payment rates are set at the 75th percentile or higher of the most recent state or Tribal market rate survey. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services uses the State of Michigan Market Rate Survey to determine and set rates at 100% or higher percentile. If a center or family/group home charges above our limit then the overage plus the co pay is the responsibility of the family.**

Using tiered rates/differential rates (as described in 6.3.5) to increase access for high-need populations. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services**

**increases child care access for high-need populations by setting tiered rates and add-ons for special needs, after hours, and child care desert areas for Relative and In-Home Aides.**

Other. Describe:

#### 6.4 Implement Generally Accepted Payment Practices and Ensure Timeliness of Payments

**The Tribal Lead Agency must establish payment practices that apply to all CCDF child care providers in the Tribe’s service area, including measures to ensure timely payments** by either (1) paying prospectively prior to the delivery of services or (2) paying within no more than 21 calendar days of the receipt of a complete invoice for services. To the extent feasible, the Tribal Lead Agency must also support the fixed costs of providing child care services by delinking provider payments from a child’s occasional absences by (1) paying based on a child’s enrollment rather than attendance, (2) providing full payment if a child attends at least 85 percent of the authorized time, (3) providing full payment if a child is absent for 5 or fewer days in a month, or (4) using an alternative approach for which the Tribal Lead Agency provides a justification in its Plan (658E(c)(2)(S)(ii); 98.45(l)(2)).

**Tribal Lead Agencies are also required to use CCDF payment practices that reflect generally accepted payment practices of child care providers who serve children who do not receive CCDF-funded assistance.** Unless the Tribal Lead Agency is able to demonstrate that the following policies are not generally accepted in its service area or among particular categories or types of providers, Tribal Lead Agencies must (1) pay providers based on established part-time or full-time rates rather than paying for hours of service or smaller increments of time and (2) pay for reasonable, mandatory registration fees that the provider charges to private-paying families (658E(c)(2)(S); 98.45(l)(3)).

In addition, there are other generally accepted payment practices that are required. **Tribal Lead Agencies are required to ensure that child care providers receive payment for any services in accordance with a payment agreement or an authorization for services, ensure that child care providers receive prompt notice of changes to a family’s eligibility status that could impact payment, and establish timely appeal and resolution processes for any payment inaccuracies and disputes (98.45(l)(4)-(6); 658E(c)(2)(S)(ii)).**

##### 6.4.1 Timeliness of Payments

###### 6.4.1.1 Ensuring timeliness of payments.

The Tribal Lead Agency must ensure the timeliness of payments by either option below. Check which option the Tribal Lead Agency is implementing:

Paying providers prior to the delivery of child care services. Describe the policy or procedure:

Paying providers within no more than 21 calendar days of the time a complete invoice for services has been received from the provider. Describe the policy or procedure: **Tribal Lead Agency Anishnaabek Community and Family Services requires billing sheets to be turned in every two weeks. Tribal Lead Agency is required to use the Sault Tribe Accounting schedule and this ensures the providers are paid every two weeks.**

#### 6.4.2 Delinking Provider Payments from Occasional Absences

To the extent feasible, the Tribal Lead Agency must support the fixed costs of providing child care services by delinking provider payments from a child’s occasional absences. Tribal Lead Agencies that do not choose one of the three options listed below have the flexibility to use an alternative approach but must provide justification that the alternative approach is as thorough as the three options provided. (For example, a Tribal Lead Agency may choose to allow for additional excused and/or unexcused absences above the level of 85 percent or allow for more than five absences and still provide for the full payment. They also may choose an alternative time period for measuring absences, such as using multiple months instead of just 1 month).

##### 6.4.2.1 Supporting fixed costs of providing child care services.

The Tribal Lead Agency must support the fixed costs of providing child care services by delinking provider payments from a child’s occasional absences. Check the option below that the Tribal Lead Agency is implementing. The lead agency must choose at least one of the following:

- Paying providers based on a child’s enrollment rather than paying based on attendance.
- Providing full payment to providers if the child attends at least 85 percent of the authorized time.
- Providing full payment to providers if the child is absent for 5 or fewer days in a month.
- Using an alternative approach for which the Tribal Lead Agency provides justification in its plan. Describe the alternative approach and provide a justification that this approach is not weaker than the three options listed above:

#### 6.4.3 Payment Practices

The Tribal Lead Agency’s payment practices must reflect generally accepted payment practices of child care providers who serve children who do not receive CCDF subsidies. Describe the policy or procedure for the following two practices or evidence that such practices are not generally accepted in its service area (658E(c)(2)(S); 98.45(l)(3)).

##### 6.4.3.1 Paying on a part-time or full-time basis

Paying on a part-time or full-time basis (rather than paying hourly or for smaller increments of time). Describe the policy or procedure or describe why this practice is not generally accepted: **Tribal Lead Agency Anishnaabek Community and Family Services pays on a full-time or part-time basis according to the child care need as reflected in the work/school/training schedule.**

##### 6.4.3.2 Reasonable mandatory registration fees by provider.

Paying for reasonable mandatory registration fees that the provider charges to private-paying families. (This requirement does not include other fees, such as activity or transportation fees.) Describe the policy or procedure or describe why this practice is not generally accepted: **Tribal Lead Agency Anishnaabek Community and Family Services pays for reasonable mandatory registration fees not to exceed \$65 per year.**

#### 6.4.4 Payment Disputes

The Tribal Lead Agency ensures that providers are paid in accordance with a written payment agreement or an authorization for services that includes, at a minimum, information regarding provider payment policies, such as rates, schedules, any fees charged to the providers, and the dispute-resolution process.

6.4.4.1 Describe the policy or procedure: Tribal Lead Agency Anishnaabek Community and Family Services ensures that providers are paid in accordance with a written payment agreement between the family and provider that the provider has the family sign with the payment policy, rates, schedules, fees and other pertinent payment information in it. Tribal Lead Agency requires a signed agreement with the complete CCDF Application.

#### 6.4.5 Notifying Providers of Eligibility Changes

The Tribal Lead Agency ensures prompt notice to providers regarding any changes to the family's eligibility status that could impact payments, and such a notice is sent no later than the day that the Tribal Lead Agency becomes aware that such a change will occur.

6.4.5.1 Describe the policy or procedure: Tribal Lead Agency Anishnaabek Community and Family Services notifies parents and caregivers promptly when a change is recorded that could change the family's eligibility such as payments by phone, email and/or mail.

#### 6.4.6 Payment Appeal and Resolution Process

The Tribal Lead Agency ensures it has a timely appeal and resolution process for payment inaccuracies and disputes.

6.4.6.1 Describe the policy or procedure: Tribal Lead Agency Anishnaabek Community and Family Services corrects any payment inaccuracies or disputes as they are received either by issuing a check within 2 days or adding an amount to the next check depending on when the error is identified.

## 7 Promote Family Engagement Through Outreach and Consumer Education (Tribal Lead Agencies with Medium and Large Allocations)

**Tribal Lead Agencies are required to support families in making informed choices about the services that best suit their needs.** Tribal Lead Agencies may provide information to families through the child care assistance system, partner agencies, and other methods of their choosing.

In this section, Tribal Lead Agencies will address how information on accessing high-quality child care and other financial assistance is made available to eligible families. In addition, Tribal Lead Agencies will describe how information on developmental screenings and best practices concerning children’s development, including their social-emotional development, is shared. Tribal Lead Agencies have the option to share this information through a consumer education website targeting families receiving CCDF assistance, the general public, and when appropriate, child care providers. Tribal Lead Agencies will also describe the parental-complaint process in this section. Finally, this section addresses the consumer statement that is provided to families supported with CCDF program funds.

Tribal Lead Agencies are not subject to the requirement to produce a consumer education website, but must still collect and disseminate the provider-specific consumer education information above. Tribal Lead Agencies may do so using methods other than a website such as making paper copies of consumer education information available to the public.

### 7.1 Parental-Complaint Process

**The Tribal Lead Agency must certify that the Tribe maintains a record of substantiated parental complaints and makes information regarding such complaints available to the public on request (658E(c)(2)(C); 98.15(b)(3)).**

**Tribal Lead Agencies must provide a detailed description of the reporting process for parents to submit complaints about child care providers,** including the following information:

- The process for substantiating complaints
- The manner in which the Tribal Lead Agency maintains a record of substantiated parental complaints
- Ways that the Tribal Lead Agency makes information on such parental complaints available to the public on request (98.16(j); 98.32(b)(c)(d)).

#### 7.1.1 Process for Reporting Complaints

##### 7.1.1.1 Process of reporting complaints by Tribal Lead Agencies.

Describe the Tribal Lead Agency’s reporting process through which parents can submit complaints about child care providers (including a Tribally Operated Center, if applicable). Provide a link if it is a Web-based process: **Tribal Lead Agency Anishnaabek Community and Family Services does not have a web-based process for persons to submit complaints. Tribal Lead Agency provides the form on the internet but not the process to submit. Tribal Lead Agency will provide a parent, upon written or verbal request, a Complaint form per their preferred way of receiving such form such as mail, email, in person or fax. Upon Tribal Lead**

Agency receiving the complain, ACFS Division Director will assign a worker to investigate the complaint. A written response and sometimes written and verbal response will be issued to the complainant no later than 14 days after receiving the complaint. If the complainant is not satisfied with the result of the investigation, they can appeal within 5 business days of receiving the results of the investigation. Investigations and all paperwork will be kept on file for 7 years.

#### 7.1.2 Process for Responding to Complaints

##### 7.1.2.1 Process of responding to complaints by Tribal Lead Agencies.

Describe the Tribal Lead Agency’s process and timeline for screening, substantiating, and responding to complaints regarding CCDF providers. Describe whether the process includes monitoring and highlight any differences in processes for providers monitored by the Tribal Lead Agency, a state-licensing agency, or another entity or agency. *Note:* Monitoring details are referenced in section 2: **The complaint must be received by ACFS within 5 business days of the event causing the complaint. ACFS CCDF staff must respond to the complainant no more than 5 business days of the receipt of the complaint. ACFS Division Director will assign CCDF staff to investigate the complaint and submit an Investigation Report regarding the situation. The complainant will have 5 business days to respond to the findings of the Investigation Report. If the complainant is not satisfied with the investigation results, the written submission of dissatisfaction will be reviewed by the ACFS Division Director and will have 5 business days to render a final decision of the complaint. Complainant will receive Consumer Education and given the choices of high quality child care services they qualify for regardless of cost. All complaints for State Licensed Child Care Center or Family/Group Homes will be referred to the State of Michigan Licensing and Regulatory Affairs (LARA) website <https://www.michigan.gov/lara/bureau-list/cclb>.**

#### 7.1.3 Maintaining Parental Complaints Records

##### 7.1.3.1 Maintaining a record of substantiated parental complaints.

Certify by describing how a Tribal Lead Agency, a state-licensing, or another entity or agency maintains a record of substantiated parental complaints. Highlight any differences in processes for CCDF and non-CCDF providers and Tribally regulated, licensed, and license-exempt providers. Additionally, how does the Tribal Lead Agency coordinate with a state-licensing agency, or another entity or agency to ensure that the complaint has been addressed: **Tribal Lead Agency Anishnaabek Community and Family Services maintains provider complaints in a locked filing cabinet drawer. State Licensed providers reports are kept in the provider file. State Licensed providers are checked no less than monthly. All correspondence is printed and a hard copy is kept in a provider file in a locked filing cabinet.**

#### 7.1.4 Providing Public Access to Substantiated Parental Complaints

##### 7.1.4.1 Information about parental complaints available to the public.

Certify by describing how the Tribal Lead Agency, a state-licensing agency, or other entity/agency makes information about substantiated parental complaints available to the

public upon request: **State of Michigan LARA maintains a website that includes any complaints for each license and is accessible to the public. Tribal Licensed Center and Family/Group homes complaint resolutions are available on an as needed basis but are reported on the ACFS Website. <https://saultribe.com/images/COMPLAINT.pdf>**

## 7.2 Consumer Education for Families, Providers, and the Public

### 7.2.1 Consumer Education Accessibility and Providing Monitoring and Inspection Information

Tribal Lead Agencies are required to provide information to families, the general public, and when applicable, child care providers through a method of their choice, which is consumer-friendly and easily accessible (658E(c)(2)(E)(i)(III)). The available information must include provider-specific information, monitoring and inspection reports about the provider, and the quality of each provider (if such information is available about the provider) (658E(c)(2)(D); 98.33(a)). The information should also provide access to an annual service area report on deaths, serious injuries, and the number of substantiated cases of child abuse that have occurred in child care settings. To assist families with any additional questions, the information should provide contact information to local CCR&R organizations and any other agencies that can assist families in better understanding the information.

#### 7.2.1.1 Ensuring information is consumer-friendly and accessible.

Describe how the Tribal Lead Agency ensures that its information is consumer-friendly and easily accessible. (*Note:* Although there is no Federal CCDF definition for easily accessible, Tribal Lead Agencies may consider easily accessible information to be simple to obtain, written in plain language, and easy to understand.): **Tribal Lead Agency Anishnaabek Community and Family Services provides consumer-friendly and easily accessible information by using a 3rd Grade reading level vocabulary, including step-by-step directions and website links in the monthly newsletter, in advertisements, on flyers and in email announcements. Tribal Lead Agency provides information to parents, providers and the general public via email, mail, in person, on applications and other publications.**

#### 7.2.1.2 Monitoring and inspecting child care providers.

Describe how the Tribal Lead Agency informs families, providers, and the public on how the Tribal Lead Agency and/or another entity or agency conducts monitoring and inspections of child care providers (including Tribally Operated Centers, if applicable). Refer to Section 2.3 where monitoring enforcement policies and practices for CCDF providers are described: **Tribal Lead Agency Anishnaabek Community and Family Services conducts no less than monthly website monitoring checks on State of Michigan Licensed Centers and Homes. All correspondence is printed and a hard copy is kept in the provider file. Tribal Lead Agency monitors Tribal Licensed Centers and Homes on an annual basis with random visits in between. Relative Care Providers and In-Home Aides are monitored on an annual basis or as-needed basis. Tribal Lead Agency informs parents and providers in writing via the monthly newsletter and during initial Licensing Orientation.**

## 7.3 Monitoring and Enforcement Policies and Practices for CCDF Providers



7.3.1 Dissemination of Policies and Procedures for Background Checks, Regulated Providers, and Provider Quality

7.3.1.1 Consumer information about conducting background checks.

Describe how the Tribal Lead Agency informs families, providers, and the public on the policies and procedures related to comprehensive background checks for providers/staff members of child care providers, and the offenses that prevent individuals from being employed by a child care provider or a provider from receiving CCDF program funds. (*Note:* Background check policies and processes are described in Section 2.5): **Tribal Lead Agency Anishnaabek Community and Family Services requires all Tribal Licensed Center, Homes, and In-Home Aides to ICHAT, Tribal Clearance, MDHHS Clearance, Tribal Court and MiCourt, NSOR and FBI Fingerprint background checks initially and every five years afterward. ICHAT's are conducted annually. Relative Care Providers are exempt from FBI Fingerprinting. Tribal Lead Agency informs an applicant in writing of any Crime Code Violation found in the background checks that would lead to denial of CCDF program funding. Information regarding correcting the background check is provided in the written form. Tribal Lead Agency will run the checks again after the discrepancies are corrected. Tribal Lead Agency informs acceptable applicants in writing about their eligibility for child care licensing. Tribal Lead Agency provides licensing applicants with the list of required background checks needed to be licensed. Tribal Lead Agency provides parents with the requirements of the background checks on the CCDF application that is accessible on line or by mail or in person.**

7.3.1.2 Listing licensed providers.

Describe how the Tribal Lead Agency lists all licensed providers and, at the discretion of the Tribal Lead Agency, all providers eligible to deliver Tribal CCDF services. Providers caring for children to whom they are related do not need to be included. Check only those that apply:

Not applicable, as this Tribal CCDF Program does not serve any licensed providers and the Tribal Lead Agency opts not to list all providers eligible to deliver Tribal CCDF services.

Prepares a document with a list of providers

Uses the state's website link for a localized list of providers searchable by ZIP Code

Uses a CCR&R agency to obtain lists of providers

Other: **Tribal Lead Agency Anishnaabek Community and Family Services refers all parents to the State of Michigan Licensing and Regulatory Affairs (LARA) website for Child Care Referrals for State Licensed providers. Tribal Lead Agency maintains a list of Tribal Licensed Centers and homes on their website.**

7.3.1.3 Quality information and reporting of quality ratings

Tribal Lead Agencies must also identify specific quality information about each child care provider for whom they have quality information. Tribal Lead Agencies may determine the type of quality information provided. How does the Tribal Lead Agency report quality ratings or

other quality information included with provider-specific information? Check only those that apply:

- Not applicable, as the Tribal Lead Agency does not have a QRIS or obtain any quality information
- QRIS managed by the Tribal Lead Agency
- QRIS managed by the state
- National accreditation
- Enhanced licensing system
- Meeting Head Start/Early Head Start Program Performance Standards
- Meeting prekindergarten (preK) quality requirements
- School-age standards, where applicable
- Other. Describe:

### 7.3.2 Monitoring and Inspection Reporting

Tribal Lead Agencies are required to make monitoring and inspection reports available about each licensed provider and about each non-relative provider eligible to provide CCDF services. These reports must include results of required annual monitoring visits and visits due to major substantiated complaints about a provider’s failure to comply with health and safety requirements and child care policies. The reports must be in plain language (i.e., communication the audience can understand the first time they read it), as defined by the Tribal Lead Agency and must be timely to ensure that the results of the reports are available and easily understood by parents and families when they are deciding on a child care provider. Tribal Lead Agencies must provide at least 3 years of reports (when available), beginning October 1, 2019, and going forward.

#### 7.3.2.1 Describe how the reports are made available to the public.

- Online (e.g., uses the state’s website link)
- Hard copy by request
- Require provider to post
- Other. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services refers all parents to the State of Michigan Licensing and Regulatory Affairs (LARA) website for all State Licensed provider reports. Tribal Lead Agency maintains a list of Tribal Licensed providers reports on their website.**

#### 7.3.2.2 What is the Tribal Lead Agency’s definition of plain language? (Note: If states issue monitoring and inspection reports, “Not applicable, state issues monitoring and inspection reports.”) **Tribal Lead Agency Anishnaabek Community and Family Services defines “plain language” as written or verbal plain English using everyday words that a person can understand having a 3rd Grade Reading Level.**

7.3.2.3 Are monitoring and inspection reports in plain language?

Not applicable, state issues monitoring and inspection reports.

Yes.

No. If no, describe how plain-language summaries are used to meet the regulatory requirements and include a link to a sample summary:

7.3.2.4 Monitoring and inspection report contents.

Check to certify what the monitoring and inspection reports and/or their plain-language summaries include regarding the following CCDF requirements:

Not applicable, the state issues monitoring and inspection reports.

Date of inspection

Full report of inspection, including areas of compliance and non-compliance.

Health and safety violations, including violations that resulted in fatalities or serious injuries. Describe how these health and safety violations are prominently displayed: **Tribal Lead Agency Anishnaabek Community and Family Services prominently displays health and safety violations on the report in bold letters.**

Corrective actions taken by the Tribal Lead Agency and/or child care provider. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services requires a corrective action plan by the provider for any violations established in the inspection.**

The process for correcting inaccuracies in reports. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services allows providers to inquire about and request inaccuracies to be corrected before signing the inspection report. Tribal Lead Agency may edit the inspection report and resubmit to provider for signature.**

The process for providers to appeal the findings in reports, including the time requirements and timeframes for filing the appeal, for undertaking the investigation, and for removing any violations determined on appeal to be unfounded. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services must receive an appeal in writing via email, fax, or mail within 30 days of the receiving the inspection report. Tribal Lead Agency will review inspection report considering the reasons listed in the appeal and issue a response within 10 working days of the receipt of the appeal.**

How reports are made available in a timely manner. Specifically, provide the Tribal Lead Agency's definition of "timely" and describe how it ensures that reports are made available within its timeframe: **Tribal Lead Agency Anishnaabek Community and Family Services makes reports available within 30 days of the inspection. Tribal Lead Agency allows time for reports to be reviewed and timely corrections within 5**

**business days of monitoring agent submitting to supervisor for approval. Tribal Lead Agency allows time for typing reports, reviewing, editing and mailing reports. Tribal Lead Agency informs providers via email that the reports are being sent out and the directions of how to submit with their signatures and what to do for an appeal or any other questions they may have.**

Although Tribal Lead Agencies define “timely,” OCC recommends Tribal Lead Agencies update results as soon as possible and no later than 90 days after an inspection is done or corrective action is taken.

#### 7.3.2.5 Maintaining monitoring reports.

Describe the process for maintaining monitoring reports. Specifically, provide the minimum number of years reports are made available and the policy for record-keeping (98.33(a)(4)(iv)). (*Note:* There is a requirement that a minimum number of 3 years of reports be made available. If states issue monitoring and inspection reports, “Not applicable, state issues monitoring and inspection reports.”): **Tribal Lead Agency Anishnaabek Community and Family Services maintains monitoring reports for 3 years after the provider is no longer eligible for receiving CCDF Subsidies. Reports are kept in a database and a hard copy is kept in the provider file. Tribal Lead Agency conducts monthly on-line checks of all current State Licensed Providers and keeps hard copies of any correspondence attached to that license in a provider file for 3 years after the provider is no longer eligible to receive CCDF subsidies. Tribal Lead Agency cross shreds all monitoring documents 3 years after provider is no longer eligible to receive CCDF subsidies.**

#### 7.3.3 Aggregated Data on Serious Injuries, Deaths, and Substantiated Cases of Child Abuse

Aggregate data on serious injuries, deaths, and substantiated cases of child abuse that have occurred in child care settings each year must be made available. The data must be organized by category of care (e.g., center-based child care, family child care, in-home child care) for all eligible CCDF provider categories in the Tribal Lead Agency’s service area. The aggregate report should not list individual provider-specific information or personally-identifiable information.

Certify by describing:

##### 7.3.3.1 Submission of reports relating to serious injuries or deaths.

A description of how child care providers must submit reports of any serious injuries or deaths of children occurring in child care to the designated entity (98.16 (ff)): **Tribal Lead Agency Anishnaabek Community and Family Services requires providers to submit a written statement regarding any serious injury or deaths of children occurring in their child care entity within 24 hours of occurrence.**

Obtaining aggregate data from the monitoring agency. A description of how the Tribal lead agency obtains the aggregate data from the entity: **Tribal Lead Agency Anishnaabek Community and Family Services conducts monthly checks on all State Licensed providers receiving CCDF subsidies to monitor serious injuries and deaths. Tribal Lead Agency keeps hard copies of all correspondence in the provider file.**

#### 7.3.3.2 Definition of “substantiated child abuse”.

The definition of “substantiated child abuse” used by the Tribal Lead Agency for this requirement: **Tribal Lead Agency Anishnaabek Community and Family Services defines “substantiated child abuse” as a person found guilty by Tribal CPS, Tribal Court, County Court or State Court to have harmed or threatened a child’s health or welfare, or by a teacher or teacher’s aide, that occurs through non-accidental physical or mental injury; sexual abuse, sexual exploitation; or maltreatment per Tribal Code 30 Child Welfare Code.**

#### 7.3.3.3 Definition of “serious injury”.

The definition of “serious injury” used by the Tribal Lead Agency for this requirement: **Tribal Lead Agency Anishnaabek Community and Family Services defines “serious injury” as an injury to a child that occurs while attending a child care center/home designation that requires medical treatment or hospitalization and that seriously impairs the health or physical well-being of a child.**

#### 7.3.4 Contact Information for Referrals

The consumer education information should include contact information for referrals to local child care resource and referral organizations.

##### 7.3.4.1 Providing CCR&R referrals.

How does the Tribal Lead Agency provide referrals to local CCR&R agencies through the consumer education information? Describe: **Tribal Lead Agency Anishnaabek Community and Family Services provides parents, providers and the general public a website for the State of Michigan Child Care Referral and Resources site in newsletters, verbally, email, mail, fax, ads, or flyers.**

#### 7.3.5 Contact Information for Consumer Education Information

##### 7.3.5.1 Consumer education information.

The consumer education information should include how families can contact the Tribal Lead Agency, its designee, or other programs that can help the parent understand the information included. Describe: **Tribal Lead Agency Anishnaabek Community and Family Services offers one-on-one consultation via phone, in person or email to assist parents, providers and general public understand consumer education information.**

#### 7.4 Additional Consumer and Provider Education

**Tribal Lead Agencies are required to certify that they will collect and disseminate information about the full range of child care services to promote parental choice to parents of eligible children, the general public, and where applicable, child care providers.** The consumer education information can be provided through CCR&R organizations or through direct conversations with eligibility case workers and child care providers. Outreach and counseling can also be effectively provided via information sessions or intake processes for families (658E(c)(2)(E); 98.15(b)(4); 98.33(b)).

##### 7.4.1 Availability of Child Care Services

7.4.1.1 Information and availability about child care services.

Describe how the Tribal Lead Agency shares information with eligible families, the general public, and where applicable, child care providers, about the availability of child care services provided through the CCDF program and other programs for which the family may be eligible, such as state or Tribal PreK, and the availability of financial assistance to obtain child care services. Check only those that apply and describe what information is provided.

Tribal newsletter

Social media

Website

Intake process

CCR&R organization

Information sessions

Tribal meetings

Other. Describe:

7.4.2 Dissemination of Program Information

7.4.2.1 Dissemination of program information to families, the public and providers.

Describe how the Tribal Lead Agency provides the required information about the following programs and benefits to the parents/families of eligible children, the general public, and where applicable, child care providers. Within the description include, at a minimum, what information is provided, how the information is provided, and how the information is tailored to a variety of audiences, including parents/families, the public, and providers. Include any partners who assist in providing this information. Check only those that apply:

Temporary Assistance for Needy Families program: **Tribal Lead Agency provides website links to parents, providers and general public in the monthly newsletter.**

Head Start and Early Head Start programs: **Tribal Lead Agency provides Head Start and Early Head Start phone number for applications to parents, providers and general public upon request via phone, in-person, mail and email.**

Low Income Home Energy Assistance Program (LIHEAP): **Tribal Lead Agency provides parents, providers and general public with notification of when the LIHEAP program opens, how to obtain an application and referral to other like programs via the monthly newsletter.**

Supplemental Nutrition Assistance Programs (SNAP): **Tribal Lead Agency provides parents, providers and general public the State of Michigan website to apply for SNAP benefits via the monthly newsletter.**

Women, Infants, and Children (WIC) Program: **Tribal Lead Agency provides parents, providers and general public with a website to apply for WIC in the monthly newsletter.**

Child and Adult Care Food Program (CACFP): **Tribal Lead Agency provides providers with the website the CACFP program with their Licensing Orientation.**

Medicaid and Children’s Health Insurance Program (CHIP): **Tribal Lead Agency provides parents, providers and general public with a website to apply for Medicaid and CHIP in the monthly newsletter.**

Programs carried out under Individuals with Disabilities Education Act (IDEA) Part B, Section 619, and Part C: **Tribal Lead Agency provides parents, providers and general public with a website for Early On in the monthly newsletter.**

7.4.3 Information on Child Development Research and Best Practices

Describe how the Tribal Lead Agency makes information available to families, providers, and the general public on research and best practices concerning children’s development, including physical health and development, particularly healthy eating and physical activity. Information about successful parent and family engagement should also be shared.

7.4.3.1 Describe what information (content) is provided: **Tribal Lead Agency provides parents, providers and general public with information regarding research and best practices concerning child development, physical health, nutrition, safety, physical health, activity and parenting and engagement in the monthly newsletter.**

7.4.3.2 Describe how the information is provided. Check only those that apply:

Verbally

Newsletter

Website

Classes or training

Brochure

Other:

7.4.3.3 Information to audiences, including parents, families, providers, and the general public.

Certify and describe that the information is tailored to a variety of audiences, including parents, families providers, and the general public. **Tribal Lead Agency Anishnaabek Community and Family Services certifies that the information is tailored to a variety of audiences, including parents, families, providers and the general public by having several different types of avenues and different types of multi-media available for different sources.**

7.4.3.4 Identify any partners in providing this information. Check only those that apply:

Other Tribal department

Indian Health Services

State

Head Start and Early Head Start programs

SNAP

WIC program

CACFP

Other:

#### 7.4.4 Information on Policies Regarding Social-Emotional and Behavioral Issues and Early Childhood Mental Health

##### 7.4.4.1 Providing information on early childhood mental health.

Describe how information is shared on the Tribal Lead Agency’s policies regarding social-emotional and behavioral issues and early childhood mental health. Include how the Tribal Lead Agency shares information on positive behavioral intervention and supports models, based on research and best practices for those from birth to school-age. Describe what and how information is provided and tailored to a variety of audiences and include any partners in providing this information. Tribal Lead Agencies that rely on states to provide this information may include the website provided to families instead of a full description of the content: **Tribal Lead Agency provides parent, providers and general public with information regarding early childhood mental health in the monthly newsletter and Tribal Licensed Home provider training.**

#### 7.4.5 Preventing the Suspension and Expulsion of Children from Birth to Age 5

##### 7.4.5.1 Policies to prevent suspension/expulsion of children from birth to age 5.

Describe the Tribal Lead Agency’s policies to prevent the suspension and expulsion of children from birth to age 5 in child care and other early childhood programs receiving CCDF program funds (98.16(ee)), including how those policies are shared with families, providers, and the general public: **Tribal Lead Agency provides parents, providers and general public with policy information regarding suspension and expulsion of children from birth to age 5 in the monthly newsletter. Tribal Lead Agency offers support and resources to providers and parents who are experiencing a threat of suspension and expulsion using a variety of methods depending on the needs of the child, parent and provider. For example, if a child has a consistent habit of biting that has been addressed several times to the parent and the provider and parent have tried several methods to get the child to stop biting, then the parent and or provider can ask for other resources such as teething rings or teething items depending on the child's age. Tribal Lead Agency requires each provider to inform parents of their policies for suspension and expulsion.**

#### 7.5 Procedures for Providing Information on Developmental Screenings

**Tribal Lead Agencies are required to provide information and referrals on developmental screenings.** This information should include resources and services that the Tribe can deploy, such as Early and Periodic Screening, Diagnosis, and Treatment (EPSDT) services under Medicaid, carried out under Title XIX of the Social Security Act, and developmental screening services available through the IDEA Part B, Section 619, and Part C. Tribal Lead Agencies must also include a description of how a family



or child care provider can use these resources and services to obtain developmental screenings for children who receive subsidies and who might be at risk of cognitive or other developmental delays, including social, emotional, physical, or linguistic delays (658E(c)(2)(E)(ii)). Tribal Lead Agencies are required to provide this information to eligible families during CCDF intake and to child care providers through training and education (98.33(c)).

7.5.1 Certify by Describing Developmental Screenings:

7.5.1.1 Collection of information on resources for developmental screenings.

How the Tribal Lead Agency collects and disseminates information on existing resources and services available for conducting developmental screenings to CCDF families, the general public, and where applicable, child care providers (98.16(j), 98.33(c), and 98.83(d)(1)(i)): **Tribal Lead Agency provides parents, providers and general public with information regarding development screenings in the monthly newsletter. Tribal Lead Agency collects information by researching, creating or gathering this information from other agencies or persons. Tribal Lead Agency provides access to the Ages and Stages Questionnaires Developmental Screening Tool for parents and providers. Tribal Lead Agency informs parents and providers in the monthly newsletter. Tribal Lead Agency provided the Ages and Stages Questionnaire tool to the Tribal Licensed Family/Group Child Care Homes and the Tribal Operated Child Care Center obtained their own.**

7.5.1.2 Procedures for families and child care providers to the EPSDT program.

The procedures for providing information on and referring families and child care providers to the EPSDT program under Medicaid and developmental screening services available under Part B and Part C of the IDEA: **Tribal Lead Agency provides parents, providers and general public with a website address for the EPSDT program in the monthly newsletter.**

7.5.1.3 Providing families information on developmental screenings.

How does the Tribal Lead Agency provide information on developmental screenings to families receiving a subsidy as part of the intake process?

1. Describe what information is provided: **Tribal Lead Agency provides parents, providers and general public with information regarding Developmental Screening in the monthly newsletter and, if requested, a sample of an ASQ form.**
2. Describe how it is provided. Check only those that apply:
  - Verbally during the intake process
  - Brochure or other written information given during the intake process
  - Other: **Monthly Newsletter**
3. Identify any partners involved:
  - EPSDT program available under Medicaid
  - Part B and Part C IDEA programs

Head Start and/or Early Head Start programs

Other:

#### 7.5.1.4 Resources and services to obtain developmental screenings.

How CCDF families or child care providers receiving CCDF can use the available resources and services to obtain developmental screenings for CCDF children at risk for cognitive or other developmental delays: **Tribal Lead Agency provides parents, providers and general public with a website for referrals to obtain developmental screenings, referrals to child care providers, referrals to licensed physician, referrals to ISD and health department.**

#### 7.5.1.5 Information through training and professional development.

How child care providers receive this information through training and professional development: **Tribal Lead Agency provides funds to the Infant and Toddler staff at the Tribal Operated Child Care Center for training. Tribal Lead Agency provides training to the Tribal Licensed Home Child Care providers and staff.**

### 7.6 Consumer Statement for Families Receiving CCDF Program Funds

**Tribal Lead Agencies must provide CCDF families with a consumer statement, in hard copy or electronically, if the Tribal Lead Agency has chosen to post information to a consumer education website, that contains specific information about the child care provider they select.** This information should include:

- Health and safety requirements met by the provider
- Any licensing or regulatory requirements met by the provider
- The date the provider was last inspected
- Any history of violations of these requirements
- Any voluntary quality standards met by the provider

It must also describe:

- How CCDF subsidies are designed to promote equal access
- How to submit a complaint through a hotline
- How to contact local resource and referral agencies or other community-based supports that assist families in finding and enrolling in a quality child care (98.33(d)) program

*Note:* If the consumer statement is provided electronically, Tribal Lead Agencies should consider how to ensure that the statement is accessible to families and that families have a way to contact someone to address questions they have.

#### 7.6.1 Certify by describing Consumer Statement contents and how received by families

7.6.1.1 Provision of Consumer statement for families.

How the Tribal Lead Agency provides families receiving CCDF program funds with a consumer statement. Check only those that apply:

- Hard copy
- Referral to a website(s), including state website
- Combination of hard copy and a website(s)
- Other. Describe:

7.6.1.2 Consumer statement elements.

What is included in the consumer statement? Check those that apply or provide a sample in the describe box below. Tribal Lead Agencies that disseminate a state’s consumer statement may select “other” and include a sample or a link to the state consumer statement in the describe box.

(*Note:* The consumer statement must include the eight requirements listed below.)

- Health and safety requirements met by the provider
- Licensing or regulatory requirements met by the provider
- Date the provider was last inspected
- Any history of violations of these requirements
- Any voluntary quality standards met by the provider
- How CCDF subsidies are designed to promote equal access
- How to submit a complaint about a provider
- How to contact a local resource and referral agency or other community-based organization to receive assistance in finding and enrolling in a quality child care program
- Other. Describe:

7.6.1.3 Consumer statement provided to families.

When is the consumer statement provided to families receiving CCDF program funds? **Tribal Lead Agency provides a Consumer Statement in the CCDF Application and in the monthly newsletter.**

<b>Appendix 1</b>
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### Triennial Child Count Declaration

If the **Tribal Lead Agency is not a Consortium**, complete the information below.

Name of Tribe/Tribal Lead Agency: **Sault Ste. Marie Chippewas**

This certifies that the number of Indian children younger than age 13 (as defined in CCDF Plan) who reside on or near the reservation or service area (as defined in CCDF Plan) is: **3194** (number).

The Tribal Lead Agency may not count any children who are included in the child count of another CCDF Tribal Lead Agency. To ensure unduplicated child counts, a Tribal Lead Agency is required to confer with all other CCDF Tribal Lead Agencies that have overlapping or neighboring service areas.

The counts above show the number of Indian children younger than age 13 as of **3/23/2022** (date).

Tribal Lead Agencies are advised that ACF will not accept Child Count Declarations based on child counts that were conducted before July 1 of the year prior to the Child Count Declaration.

If the **Tribal Lead Agency is a Consortium**, complete the information below.

Name of Tribe/Tribal Lead Agency: **Sault Ste. Marie Chippewas**

The Tribal Lead Agency may not count any children who are included in the child count of another CCDF Tribal Lead Agency. To ensure unduplicated child counts, a Tribal Lead Agency is required to confer with all other CCDF Tribal Lead Agency that have overlapping or neighboring service areas.

The counts below show the number of Indian children younger than age 13 as of (date).

This certifies that the number of Indian children (as defined in CCDF Plan) who reside on or near the reservation or service area (as defined in CCDF Plan) for the Consortium Lead Agency and each Consortium Member are:

Consortium Member	Mandatory Count of Children Less than 13 Years Old	Discretionary Count of Children Less than 13 Years Old	Declaration Letter for Each Consortium Member (attach letter)
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Indian Child Definition

Identify which Indian child(ren) are counted in the Tribal Lead Agency’s child count (98.81(b)(2)(i)).

Programs and activities are to be carried out for the benefit of Indian children. Although 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 CCDBG Act’s definition of Indian Tribe (98.2). This information could include children who are Tribal members, whose membership is pending, who are eligible for membership, and/or are children/descendants of members and could also include adopted children, foster children, step-children, etc.

The Tribal Lead Agency defines an “Indian child” as: **An Indian child is a child, under the age of 18 years, who is an enrolled member of the Sault Ste. Marie Tribe of Chippewa Indians or is eligible to be enrolled. Children under the age of 18 years are eligible for membership if the child is born to or adopted by an enrolled member of the Sault Ste. Marie Tribe of Chippewa Indians.**

**Although, the Tribe defines Indian Child as 18 and under, for CCDF eligibility and children included in the Child Count report is limited to children under the age of 13/up to age 12.**

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 reasonably close geographic proximity to the borders of a Tribe’s reservation (except for 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. Tribal Lead Agencies can limit services within the reservation boundaries or go beyond the reservation boundaries.

If a Tribal Lead Agency establishes a different service area than the borders of the Tribe’s reservation or existing service area for CCDF purposes, it must be within reasonably close geographic proximity (658O(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 “[the participant] resides within 20 miles of the reservation boundaries.”

The Tribal Lead Agency defines the Reservation/Service Area as: **The Tribal Lead Agency defines the reservation or service area as: A 7 (seven) County Service Area located in the Upper Peninsula of Michigan includes Chippewa, Luce, Mackinac, Alger, Delta, Schoolcraft, and Marquette Counties.**



\_\_\_\_\_  
**Official Signature** of Individual Authorized to Act for the Tribe

Date:

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Print Title

## Appendix 2

The Tribal Lead Agency is applying for participation in the Tribal Early Learning Initiative.

Yes       No

### Tribal Early Learning Initiative

This appendix offers interested Tribal CCDF lead agencies the opportunity to describe how the Tribal CCDF program funds will be used, particularly quality funds, to support applicable child care services for Tribal Early Learning Initiative (TELI) efforts in the community. This initiative is voluntary, and Tribal CCDF lead agencies are not required to complete this section if they are not interested in pursuing TELI efforts. The TELI activities must be allowable under the use of CCDF program funds.

A Tribal Early Learning Initiative (TELI) effort in a Tribal community is designed to:

- Better coordinate Tribal early learning and development programs, including child care, Head Start, preschool, home visiting, and other services
- Create and support seamless, high-quality early childhood systems
- Raise the quality of services to children and families across the prenatal-to-kindergarten-entry continuum
- Identify and break down barriers to collaboration and systems improvement

To submit a request to support applicable TELI efforts, complete the questions below.

1. Describe which early childhood program partners will collaborate on the TELI effort (e.g., Head Start/Early Head Start, Tribally run early childhood program, home visiting program, Bureau of Indian Education FACE program) and what the existing level of collaboration is across these early childhood partners at the start of the TELI effort. Are there other programs you intend to partner with (e.g., child welfare, health, mental health, nutrition, family support, housing)?
2. Check and describe the activities for which you will use Tribal CCDF program funds to support the TELI effort:

Hiring a TELI Coordinator (part time or full time) to provide coordination, facilitation, and administrative support to the TELI effort.

- What will be the qualifications of this individual?

Describe:

- What will the coordinator's responsibilities be?

Describe:



- [ ] Convening an early childhood council or advisory group to guide the TELI effort and develop the community’s vision for an early childhood system that meets the needs of young children and their families.

- Who do you intend to involve in the TELI advisory group? Is it a new group or an existing group? How will the group be used?

Describe:

- [ ] Conducting a needs assessment examining the need for early childhood services (ages 0 to 5), the ways that early childhood services are delivered, and barriers to the coordination and integration of services.

- What will the Tribal Lead Agency look at in the TELI needs assessment?

Describe:

- How will the Tribal Lead Agency carry out the needs assessment? Who will be involved?

Describe:

- [ ] Developing a vision and strategic plan for supporting and strengthening early childhood services and systems in the community.

- What will be the process for developing the strategic plan?

Describe:

- [ ] Investing in a coordinated data system to allow for the collection, housing, and sharing of data across early childhood programs to support improved services to families.

- Are you developing a new system or modifying an existing system?

Describe:

- Who will be involved in developing the data system?

Describe:

- [ ] Conducting professional development activities that support the range of early childhood providers in the community.

- What types of activities will be held?

Describe:

- Which programs and providers will be involved?

Describe:

- [ ] Developing coordinated application, referral, and intake systems across programs that make it less burdensome for families to access early childhood services.
  - Which programs will be involved?  
Describe:
  - What will be the process for developing a coordinated application, referral, and intake system?  
Describe:
  
- [ ] Implementing family engagement and leadership activities in the community.
  - What types of activities will be implemented?  
Describe:
  - Which programs will be involved?  
Describe: