Tribal Worker Competency Training

OU-Tulsa, Anne and Henry Zarrow School of Social Work, Eastern Oklahoma Tribal ICW and Social Service Program Leaders, and the Bureau of Indian Affairs for the Eastern Region of Oklahoma partnered to develop a Tribal Worker Competency Training. The team began meeting in July of 2017 and rolled out the first pilot on July 9-10, 2018 at OU-Tulsa. The training curriculum was led by the Tribal Leaders to meet the demands of front line workers entering Indian Child Welfare or Child Protective Services. The uniqueness of the training is a combined emphasis on culture and hands-on approach to interviewing through simulations. The Tribal Leaders trained alongside their staff while learning the intricacies of facilitated debriefing. Simulated patients or actors were trained to integrate cultural traditions, practices, and values as they role played Indigenous parents in a child neglect episode. The first pilot was a success as participants praised the delivery and experience in a “real life” setting. The intent of the project is to develop core competencies for tribal workers and staff through simulation. The workgroup includes Tribal Leaders, Tracy Haney and Misty Powell, Seminole Nation, Karen Hamilton, Sac and Fox Nation, Nethia Wallace, Kickapoo Nation, Kimme Wind-Hummingbird and Robyn Wind, Muscogee (Creek) Nation, Rachel Fore, Cherokee Nation, Kim Johnson, Michelle Price, Chickasaw Nation, Sheila Watson, Choctaw Nation, Karri Mashunkashey, Osage Nation, Shane Berry, Thlopthlocco Tribal Town, and Tammy Gipson, Eastern Band of Shawnee Indians, Rita Hart, Social Worker for BIA Eastern Region, and Dallas Pettigrew, Clinical Professor at OU Tulsa. The workgroup is excited to begin the next pilot with 6 more sessions planned through 2019.