

Summer school helping students earn credits

With 65 students enrolled in the first session and nearly that amount in the second session, the summer school being held at the Warm Springs Grade School is proving successful for students who need to make credits failed during regular school days.

The summer school, held in two three-week sessions, is funded by Title IV Part A of the Indian Education Act and Johnson O'Malley. Title IV-A is funding elementary students (first through eighth grade) with \$8400, and Johnson O'Malley funds high school students with \$6400.

Elementary students attend school for only an hour a day and learn basic math, reading, and spelling. Director Francis Thorpe is especially pleased with his younger students who have "shown an increase in abilities in math and reading programs in the first three weeks of summer school." Thorpe also noted that the elementary students have good attendance.

Teachers for the elementary students are Danon Droessin, Laura Fuentes, Gene Running Wolf, Rich Little, Andy Sulick, Bill Hoff, and Jackie Jividen. Community liaison is Ron Pinkham.

High school students are offered classes in math, English, and social studies. Teachers for these classes are Paul Bender, Hollie Gragg, Rodney Chester and Dave McCartney.

The teachers instruct the students on a one-to-one basis because, according to Thorpe, the school deals with high school students who failed a specific subject area. Thorpe said that many of the high school students are in summer school because they had a poor attendance record and not because they're necessarily slow learners.

Lack of attendance is still a problem and, because of that, eight students have been dropped and a couple more are nearing the point of being dropped. Three unexcused



WARM WEATHER WORK—Alesia Keo and Angie Sanders found a history lesson to be a little more enjoyable in the shade of a tree outside the grade school. They attend summer school every morning, leaving afternoons free for work. Spilyay Tymoo Photo by Stowell

Continued on page 12

Role and function of committees being reviewed

by Cynthia Stowell

Even before the Tribal Council was born in 1938, at least one committee was busy at work on the reservation. The original fish committee was established to resolve disputes on the Columbia River.

But committees as we know them today—as arms of the Council and management and ears for the community—have sprouted up since the Tribes reorganized under the Wheeler-Howard Act. Today the fourteen council committees are facing their own reorganization as a six-member task force reviews their role and function.

In the thirty years since Council began appointing committees, reservation concerns have evolved and the tribal organization has grown. The result has been more committees and more confusion about the scope of their responsibilities. At no time was a committee structure ever clearly defined. The Committee Review Task Force was established in June by Tribal Council at the request of management to evaluate committee functions and recommend a more efficient overall structure.

Committees in evolution

As general manager Ken Smith sees it, committees were necessary while the tribal organization was still young because of the shortage of manpower. With tribal employment in the hundreds "there is still a place for a committee structure," said Smith, but it may not be in the day to day business. Smith feels that committees might be most effective in the area of reviewing, evaluating and recommending policy for council and management—as "sounding boards" in the community.

Smith wants to see the system strengthened but admits that there may be casualties. Some committees could be eliminated or merged with other committees as areas of concern are more clearly identified. And Smith suggests that some issues could be

addressed more efficiently with the assignment of a temporary task force rather than the appointment of a permanent, ongoing committee.

A sea of expectations

Currently there are fourteen council-appointed committees occupied with the following areas of concern: fish and wildlife, health and welfare, timber, range, irrigation and agriculture, water, land use planning, law and order, education, enrollments, culture/heritage, alcohol, community center and credit.

Each committee is given four or five members, a budget and a job description and set adrift in an undefined sea of council, management and community expectations. As committee members have struggled to define their responsibilities they have discovered that there are as many definitions of what a committee is as there are committees. Degrees of authority vary greatly as do levels of activity and patterns of accountability.

As councilman Larry Calica described it, committees have looked to each other as role models, sometimes assuming authority and responsibility not originally intended. Calica headed up the last major effort to define committee functions in 1977, producing management-by-objectives style job and a description for every committee.

That was clearly not a final solution to what Calica terms a "longstanding problem." Communication difficulties remain, with committees operating in isolation from each other, council and management, he said. The reporting system he outlined has not been followed, making it difficult to sustain the MBO approach. In addition, new committees are unclear about the "how-to's" of tackling their job descriptions.

Exploring problem areas

The current task force is addressing such problem areas. Tribal Council appointed six people to participate in the review: two council members (Larry Calica and Rita

Squiemphen), two committee members (Mike Clements and Harold Culpus), and two management members (Orthelia Miller and Ralph Minnick).

Since its inception in June the task force has delved into the history and background of committees, identifying their original intent in comparison with current job descriptions. Next week members will begin interviewing committee members, department heads, management and some council members to solicit their perceptions of committee responsibilities as well as their suggestions for improvement.

Task Force chairman Mike Clements explained some of the concerns that he and his group are addressing. They fall into four major areas: the intent of the committees as compared with current activity; the scope of committees' responsibilities, authority and accountability and methods of evaluating accomplishments; internal and external procedures; and areas of need. **Who should do what for whom?**

Specifically, Clements has seen a number of problems during his years on the education committee. First is the unclear relationship committees have with council and management. Committees do not receive the direction they need from council to allow them to fulfill the expected function of providing accurate information to other local and regional resource bodies. They don't know how far their authority extends into related department functioning and they are not sure when they can be spokespersons for the Tribes. Overlapping has been a serious result of undefined responsibilities and minimal monitoring.

Communication is lacking in both directions, feels Clements. Reporting systems seem to break down, with committee reports to Council irregular and too brief. "There has to be a better system than 'Hurry up and tell me what you're doing.' Tribal Council should have

continuing contact," said Clements.

The procedure for making appointments may need improvements, said the chairman. Presently, some committees participate in the selection and others simply

accept Council appointments. Clements noted that the field of candidates needs to be opened up to discourage decisions based on nepotism or politics.

Membership restrictions will also be considered by the task

Continued on Page 11



Picnic in the pines

Some people found refuge from last week's heat at HeHe, where kids were enjoying their final day at the first session of Camp Ny-My-Mah, sponsored by the American Indian Lawyer Training Program. Field and track events, a salmon dinner and a campfire capped off a week of fun. The second session is underway now and includes a basketball clinic to be led by Bill Walton (remember him?) at the community center this weekend.

Spilyay Tymoo Photo by Stowell