

School, work activities keep Green busy Shadburne helping set employee goals

by Saphronia Coochise

Seventeen-year-old Starla Green is going to be a senior at Madras High School this fall. Green has been involved in many activities throughout her high school years.



Starla Green

In her 1987-88 school year, she became a member of Future Farmers of America (FFA). She attended a chapter retreat at which she learned public speaking. She also became a member of Oregon Student Safety On the Move (OSSOM), where she put her speaking abilities to good use. Through OSSOM she learned refusal skills and helped with a "Just Say No" march for elementary school students.

Green attended a National Youth Prevention Conference in October 1989 in Miami, Florida. Expenses for the prevention conference were paid by tribal education. While in Miami, Green attended workshops and listened to speakers talk about the effects of drugs and what they do to the human body. She also learned about crime prevention.

Another accomplishment for Green during the 1989 and 1990 was attaining the Jr. Miss Warm Springs crown two consecutive years. She represented the youth of the community. Within the same two years, during her junior year, she was elected president of Future Business Leaders of America (FBLA). She conducted meetings, set schedules and met with the committee, but was unable to compete in district and regional business-related contests because of her busy schedule of being president.

In May, 1990, Green was selected Tygh Valley Rodeo Queen which was based on poise, horsemanship and personality. In July, she was

selected as first alternate representative of the Jefferson County Fair court.

Green is in her fourth summer as a police cadet with the Warm Springs Police Department. She is the cadet sergeant, supervisor of the other youth worker cadets. Green is required, as a police cadet, to relate to the public and represent the police department. She is also a role model for the other cadets. When she is not supervising the cadets, she is often patrolling with an officer. She must assist the officer with an arrest if she is on site of an incident. She must also submit a statement from the incident if the officer with whom she is patrolling requests her to do so. She also submits supplementary reports and does what the officer asks of her. These tasks help Green get the most out of her training and add to her life experiences.

After she graduates from school, Green plans to work for the summer and then attend college in the fall and major in criminal law with a minor in business. She plans to attend the Oregon State Police Academy when she is 21 years of age and become BPST certifiable. She would like to learn more about outside police departments, their duties and laws as well as become more familiar with tribal laws.

During the little personal time that Green has, she likes to ride and train barrel racing horses. She also likes doing beadwork, preserving and canning assorted foods and cooking traditional foods with her mother, Lucinda. She is a very cultural, traditional and spiritual person and is involved with the Three Feather religion and attends Baptist Church services.

Gordon Shadburne is a man with a mission. As the newly hired manager of employee development, Shadburne's mission is to assess the training needs of all tribal employees and then mobilize career plans for each employee throughout the organization.

His assessment of needs will start with general managers and eventually filter on down through the organization. Shadburne will work with all tribal entities, including Warm Springs Forest Products, Kah-Nee-Ta, and Warm Springs Apparel Industries. The assessment will help determine where and what employees are now.

"People have seen few results from past assessments," says Shadburne. "People are now enthusiastic about the future. It's an open climate."

Following discussions with various managers and other employees, Shadburne has concluded there is a "training gap" among employees and that mid-management and supervisors need human relations skill building. All employee development materials will be re-evaluated and updated if needed.

Employees also called for more "in-house" training. Employees also need to be made aware of existing policies. An orientation session concerning tribal government and the tribal corporation should also

be considered. Basic skills, such as reading, writing and comprehension, need to be focused upon. With an individual's personal commitment, training will be more effective.

When feasible, training will be conducted by Shadburne and existing tribal staff will be used for specific skill building. Professional trainers will be brought in when "job-specific" training is needed. Employees will be sent off-reservation, when necessary, for professional growth.

All training will include follow-up, ensuring that employees are using newly acquired skills.

As a political science professor at Mt. Hood Community College and a Multnomah County commissioner for seven years, Shadburne feels his "resume and the job requirements match. My life was put together to fit this job."

As a commissioner, Shadburne says he "had to analyze what people were doing...I've had practical experience in needs assessment."

Shadburne feels that "teaching and commissions will work hand-in-hand in this job."

Shadburne is finding his new job "exciting. It's a new start of a new life. I hope the support will continue to be there for me."

Future training and employee development will be "consumer



Gordon Shadburne

oriented," says Shadburne. "We'll help managers be managers and supervisors be supervisors."

The Streets of W.S.

The streets of Warm Springs have special names but many people are unaware of that. Following is a list of the streets and their location.

| Street Name | General Location |
|-------------------------|-------------------------------------|
| Agency Pl. | Campus-near Museum-Justice Ctr. |
| Autumn Avenue | Campus (Behind girls dorm) |
| Aut-jl | West Hills (end of W. Hills drive) |
| Avex Lane | |
| Bishop Frank Road | Off KNT Rd.-to Bishop's homesite |
| Bray | 2nd left off W. Hills Drive |
| Brunoe Lane | Highway 26-going east |
| Court Place | Campus-W. of old Admin. Bldg. |
| Cricket | Trailer Courts |
| Deer Loop | Tenino Apartments |
| Eagle Way | Tenino Apartments |
| East Tenino | Intersection of T. Garage/C.C. |
| Elk Loop | Tenino Apartments |
| Elliot Heights Road | Elliot Hts. Housing Subdiv. |
| Eva Trail | W. of Agency Longhouse |
| Federal Way | Post Office parking lot |
| Foster | West Hills |
| George Street | Upper Dry Creek |
| High Lookie | Upper Sr. citizen Housing Subdiv. |
| Holiday Street | Industrial Park |
| Holliquilla Lane | Behinds BIA Roads Shop |
| Hollywood Blvd. | P.O. to Trailer Courts |
| Hoptowit Lane | Kah-Nee-Ta Rd. (Hoptowit homesite) |
| Jackson Trail Road | Along Deschutes River-south |
| Juniper Street | Greeley Heights III |
| Kah-Nee-Ta/Simnasho Rd. | Hwy. 26/KNT intersection |
| Kalama Lane | Tenino Apartments |
| Ka-Lish | West Hills |
| Kota Street | Campus near Justice Center |
| Kot-num | Hollywood Blvd. toward Longhouse |
| Kuckup Street | Trailer Courts |
| Lil' Oitz | Trailer Courts |
| Lookish Street | Greeley Heights |
| Margie's Lane | Greeley Heights to Margie's house |
| Mecca Road | E./Left off Hwy. 26 behind Mill |
| Mickey's Lane | Mickey Brunoe's house |
| Minnow | |
| Miller Heights Road | Miller Heights Subdiv. |
| Mt. Jefferson | Greeley Heights |
| North Hollywood | Campus |
| Olallie Lane | Senior Citizen Housing Subdiv. |
| Oitz Loop | Trailer Courts |
| Park Heights | Rosemary Smith/Ike homesite |
| Park Place | Trailer Courts |
| Paiute Street | Campus off KNT. intersection |
| Pi-Ume-Sha | |
| Poosh | West Hills |
| Quail Trail | West Hills |
| Quinn Avenue | Campus (behind fire station) |
| Robin Lane | Campus |
| Rodeo Grounds Road | Off KNT/Simnasho Hwy. |
| Scott Lane | Off Hwy. 26 (Ed/Ethel Scott hmst.) |
| Seekseequa Road | South end of Kot-num Rd |
| Shepard | West Hills |
| Sherer | West Hills |
| Shitike Creek Road | AKA Shaker Church Road |
| Spring Avenue | Campus |
| Summer Alley | Off Paiute, E. of Summer Avenue |
| Summer Avenue | By school playgrounds; N. of school |
| Sunrise Street | Greeley Heights III |
| Sunset Lane | Trailer Courts |
| Tenino Road | T.G. intersection/Tenino Valley |
| Toa-shuh | West Hill: |
| Tommie Street | Upper Dry Creel |
| Tosi Road | To Macy's Store |
| Trout | |
| Tufti Street | Upper Dry Creek |
| Upper Dry Creek Road | Industrial Park intersection |
| Urban Lane | Off Hwy. 26 to Brunoe's |
| Vern Jackson Street | Campus-Vern Jackson Home |
| Victory Lane | Community Center ball field: |
| Walsey Lane | Hwy. 26 to Old Sr. housing Subdiv |
| Warm Springs Street | Campus-front of Old Admin |
| Wasco Street | Campus |
| West Hills Drive | Admin. Bldg. Intersection to W.H |
| Winter Lane | Campus |
| Workenten | West Hills-off Bra: |

COADC to feature treatment

The Central Oregon Alcohol Council has received State approval for outpatient drug treatment. The Organization has changed its name to Central Oregon Alcohol and Drug Council. The Council offers the following programs at the Ponderosa Center located on Newport Avenue in Bend, as well as its outpatient clinic located on Division Street in Bend:

- 1) Supervised detoxification for drugs and alcohol;
- 2) Residential treatment programs for drugs and alcohol;
- 3) Outpatient counseling for driving under the influence (DUI) of drugs and alcohol;
- 4) Information and referral regarding drug and alcohol issues;
- 5) Community education; speakers and information on substance abuse;
- 6) Don Ries Memorial Library; providing current information on substance abuse issues on the local, state and national levels;
- 7) Crisis line/drop-in center; 24 hours a day by telephone or in person.

July 4th parade results noted

Winning entries in this year's Madras 4th of July parade were announced this week by parade judges. Taking first place in Division 4, the group for church, service clubs and lodges was Mountain View Hospital. Second place in that category was the Jefferson County Chamber of Commerce, with third place going to the Tooth Decay Prevention entry.

In the commercial and industrial entries, Division 5, the Flower Station took first place, with Bill's Lawn Service second and Wee Learn Preschool third.

Division 6, Indians in Regalia, went to the Little Wasco Singers, first place; Sandra Green and Charmaine Watts second; and Joe and Keno Tuckta third.

For Division 7, Indian Children in Regalia, Natasha and Lena Edwards were first; Dalena Frank second; and Jimmy Tohet, Jr., third.

In the antique cars division, Ed Keffer's entry was judged as first; Allen Miller was second; and Rick Krause and Leon Maxwell shared third place.

The classic cars honors went to Lee Wilson, first; Virginia Ewelland, second; and George Picard and Leon Maxwell tied for third.

COMA Raceway entries took the street rods division.

Keep children safe

Children who are left alone all day or even just before and after school are considered "latch key" children. Oregon Law indicated that children under the age of ten should not be left alone for extended periods of time. Don't let your youngsters be "latch key" children. Make sure a responsible person is available to them and have other safety net measures in place when you're away.

Stwyer thankful for education support

To the editor,

I'd like to acknowledge my family, friends, (especially co-workers) for their understanding for the extra demand on my energy these

past two years. I chose a weekend college program to enable me to continue my work with the Tribes Finance Department and to allow my son to be rooted here to learn the values that I believe are important. I finally reached my goal at 32 years of age. My uncle, Chief Delvis Heath is taking classes to complete his GED, what a role model!

No matter where you are in school, it takes much time and determination to continue plus a lot of courage to handle the stress; but, it is well worth it and time goes by before you know it! Educational enrichment adds tremendously to your self-esteem and confidence.

For those of you that expressed apology for not attending my graduation, you were lucky. It was very formal, crowded and hot! Regardless, thank you for the cards, loving words, and gifts. It's been a humbling experience to be honored at the graduation as an individual who received a national award among 8 other students across the United States as Outstanding Adult Learner of the Year selected by the American Association for Continuing Higher Education at Washington, DC. I thank Jeffrey Sanders for being instrumental in the attainment of that award.

For further information on the Council and its programs, call 389-3256.

The other surprise at the graduation was being selected as one of the keynote speakers. I have much pride in being a full-blooded member of the Warm Springs Tribes and always greet the audience in our language, although I sometimes goof up due to nervousness. I also never fail to put in a plug for Kah-Nee-Ta.

I have a new goal. Ty and I are moving to Minneapolis next month where I'll continue with a two year MBA program at the University of Minnesota. I am one of two students awarded a fellowship from First Nations Financial Project of Washington, DC.

I will end this message with a special thank you to aunt Orthelia Miller, my sweetheart Johnnie Guerin, and best friend Jolene Estimo for being there when I needed a shoulder to cry on and for all the memories you've added to my life. Mom and Jimmy, Jolene Estimo, Heather and Orthelia Miller, Keith and Susan Moody, Eliza Brown, Lillie Van Pelt, Rodney and Johnnie Guerin; thanks for caring for my son when I commuted to Portland for classes.

Ulla, Louise Hellon was a great inspiration when she prayed for me

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The Day Care toddlers can leave the driving to the staff in their new "Bye Bye Buggy".