

## Did you know?

- The tribes are starting a Jobs Creation Pilot Project.
- This will be for Warm Springs tribal members to eventually start and run their own business.
- The first project will be in Environmental Services. Working outdoors, tree planting, fencing, marketing, seed orchard maintenance are just some examples.
- Eventually, tribal members will be able to contract on and off the reservation.
- Tribal members can bid on contracts offered by Natural Resources, BIA Forestry, U.S. Forest Service, BLM, local counties and cities.

This section of the Spilyay will be used for updates to the Jobs Creation Pilot Project. If you have questions concerning this project, you can contact Orlando Doney at Spilyay Tymoo, 553-3274

# Environmental services ... Water ...

*Continued from Page 1*  
The tribes, though, would prefer that tribal members have these jobs, said Clements.

The government entities that Warm Springs Environmental Services could contract with include: Tribal Natural Resources, BIA Forestry, U.S. Forest Service, Bureau of Land Management, local counties and cities.

To become competitive for the contracts, the employees of Environmental Services will require some job training, which would be provided through the tribes' Education branch.

The office for Environmental Services will likely be at the Industrial area, where fire management and natural resources are housed.

Warm Springs Environmental Services is the first example of a job creation project that is the result of tribal employment benchmarks established approximately two years ago.

**Started with People's Plan**  
The benchmarks were set during the updating of the long-range and comprehensive planning document of the Confed-

erated Tribes: The People's Plan, published in 1999, was the culmination of three years work, including extensive participation by many tribal members.

During the planning update process, many tribal members spoke of the need for more employment opportunities for tribal members.

Tribal Council established a benchmark of 75 new jobs per year.

This year, a group of tribal officials from various departments worked on a list of programs that have the potential for creating new tribal employment opportunities.

The group included people from the Education Department, Economic Development, Construction, Planning, and Natural Resources.

The group came up with a fairly long and diverse list of potential projects, from a new resort to a recycling operation.

The list was narrowed down, based on factors such as funding that would be needed, the number of potential new jobs, and likelihood of success of the

enterprise.  
The final list consisted of two projects: Environmental Services, and the planned construction enterprise.

While Environmental Services will work closely with Natural Resources, the new construction program would work closely with the existing tribal enterprise, Warm Springs Construction.

This year, the Tribal Council made available \$500,000 to start the first two jobs programs.

In recent weeks, Mike Clements has been working with Jody Calica, director of Natural Resources, on a final plan to be presented to Chief Operations Officer Willy Fuentes for finalization.

In coming months, look in the Spilyay Tymoo for more information on the jobs program.

Also, KWSO will be featuring special programming on this project.

**Comprehensive planning intern Orlando Doney, whose position was created to further the project, contributed to this story.**

*Continued from Page 1*  
For instance, the water resource itself is of great cultural importance.

And having authority to regulate the resource emphasizes the sovereignty of the Confederated Tribes.

Such water regulatory authority is rare among tribes across the U.S. Only 14 other tribes have the

authority. As mentioned above, the situation is unique among Oregon's nine federally recognized tribal governments.

Staff at tribal Natural Resources began working on the water quality standards back in the mid 1990s, so the EPA approval process has taken over six years.

Formal approval in October of the tribes' water quality standards was a milestone in management of the natural resources of the reservation.

At the same time, approval of the standards is a component of a broader water management effort that the tribes initiated decades ago.

In the 1980s, for instance, the Tribal Council took action to regulate forestry practices for the benefit of water quality.

Also in the 1980s, the Tribal Council initiated negotiations with the U.S. and state governments toward settlement of water rights issues on the reservation.

This process was completed in 1997, with the signing of the Water Rights Settlement Agreement. Federal, state and tribal representatives

were party to this historic agreement, which recognized the tribes' ability to manage all rights to water on the reservation.

The subject of water regulation can be a complicated one, in part because of the number of jurisdictions involved.

Some water, for instance, travels from off the reservation onto the reservation, and vice versa, involving various jurisdictions. Other water borders both reservation and non-reservation land.

In the state, the Department of Environmental Quality has EPA authority regarding water quality.

On the reservation, the tribes, through exercise of sovereignty, have assumed this authority.



## Stop and Think program ...

*Continued from Page 1*  
Stop and Think has since been adopted at various schools around the country, including schools in Texas, Idaho, Alaska and now Oregon. The program was developed by a Howard Knoff, director of the School Psychology Program at the University of South Florida.

A group of Jefferson County Middle School staff has visited a Florida school that years ago had implemented Stop and Think.

The school once had a major problem with school discipline, but now only on very rare occasions are teachers forced to send a student to the office, said Isaac Ersoff, special education teacher at Jefferson County Middle School.

For the other schools that over the years have adopted Stop and Think, the program has provided similar results, said Ersoff.

"There is a reduction in behavioral problems, and an improved school climate," he said. The effect can be felt throughout the community, in parents' homes, at businesses, and so forth, Ersoff said.

Stop and Think, he said, encourages participation by parents at home, and other members of the community.

### Making good choices

The idea behind Stop and Think, Ersoff said, "is that we can teach behavior, so we should teach it the right way." In some ways, teaching behavior or social skills can be like teaching a school subject such as math, he said. In teaching math, a teacher does not focus on what a student has gotten wrong, but rather encourages and teaches the student how to arrive at the right answer.

With Stop and Think, he said, the students acquire the skills to make the good choices in terms of behavior.

The students are taught that there are consequences for making the bad choices, and incentives for the making the good choices.

Before making a decision, the students are taught to "stop and think." They think about what choices they have regarding the

particular situation. They determine which is the good choice, and then do that.

In promoting this kind of decision-making among the students, the Stop and Think program relies on consistency.

Most obviously there is consistency in language used.

"Stop and think" is a key phrase that school staff use in conversing with a student when that student is facing a decision as to how to act. "Good job" is another phrase used when a student makes the good choice.

Ersoff said that the program is most effective when parents at home also use the Stop and Think language with their children when necessary. He said that middle school staff are hoping to meet with Warm Springs parents to discuss the program.

### Parent contact

As another part of the Stop and Think program, students at the beginning of the school year sign a "discipline contract." The parent or guardian also signs the agreement, which states some basic information regarding discipline at school.

The contract lists, for instance, 509-J district rules, such as no verbal or physical assaults, no fighting or harassing, no alcohol tobacco or drugs, etc.

The contract also lists school rules such as arriving on time for class, coming to class prepared with supplies, not disrupting the class, following the dress code, etc. The students are taught that violation of one or more of the district or school rules will bring consequences.

If a student violates a school district rule, then the matter is referred to an administrator, who determines the consequences. If a student violates a school rule, then a "discipline citation" is issued.

The citation, which looks something like a small-sized traffic ticket, specifies what rule the student has violated. The student must have the citation signed by a parent or guardian, and returned the following day, or a detention will be issued.

The disciplinary citation system helps ensure better communication between the teachers

and the parents, said Amy O'Neal, sixth-grade teacher.

O'Neal said that when one of her students is given a citation, she will call the parents to inform them about what happened. If a student shows up without the necessary parental signature on the citation, then O'Neal will call the parent or have the student call the parent from her telephone.

"It is important that we make the parents aware of what is going in the classroom," O'Neal said.

### Disciplinary ladder

A student who receives multiple disciplinary citations within a six-week period faces increasingly serious consequences. For a first and second citation, the student might receive a lunch detention.

A third citation would bring one-hour after school detention; followed by two-hour after-school detention. Steps one through six on the disciplinary ladder involve some consequence other than suspension from school.

Step seven on the ladder calls for a 1-day suspension; step

eight, a 3-day suspension; and nine, a 5-day suspension.

Having the non-suspension disciplinary options is a benefit in that students remain in school, said Fred Starkel, assistant principal at the middle school.

Stop and Think also provides a welcome new way of addressing wrong behavior by a student. Rather than punishment, the student can be told to "stop and think," thereby encouraging the student to make the good choice of how to act.

"I've been here 35 years," said Starkel, "and this is the first time that bad behavior has resulted in something other than punishment. Before we had no options, now there is a chance to ask the student, Did you stop and think?"

The middle school is still just starting out with the Stop and Think program. In time the language of the program, "Will become second-nature for us," said Principal Kelly. And in coming years the positive impact of the program will become more and more evident at the middle school, he said.

## Fire hall ...

*Continued from Page 1*

The meeting room will be a place for residents to gather together and have district or other meetings. It will also be a place for emergency use in case of evacuation due to fire or other disasters.

Fire and Safety is going to receive assistance for the ambulance and fire truck to be used in this district. One ambulance will be subsidized, because the BIA has a trust responsibility within the boundaries of the reservation. An ambulance fully equipped would cost about \$250,000, and a fire truck would cost about \$185,000.

Martinez is currently working with Wendell Jim in the Education Department, Chief Operations Officer Willie Fuentes, Police Chief Don Courtney, Corinna Brunoe of Voc Rehab and the WEDD Program to set up a training pro-

gram for tribal members and other tribal nations to attend the Intertribal National Fire Academy. Scholarships will be available and when these new jobs are open, tribal members will be qualified.

The focus point of the program is cultural sensitivity and traditional ways. These include firefighters and EMT's responding to an emergency call to their own family members. The average time committed to patient care is 1.5 hours with a patient, or with the patient's family member.

A powerpoint presentation will be presented in December.

It has taken a long time for this phase of expansion to take place. "We will use this Seekseequa plan as a model for the Sidwalter plan," says Martinez. Meetings will begin to take place in January 2002 with the residents of Sidwalter.

WHEN IT'S TIME TO CHANGE YOUR OUTLOOK

**Cleanup** AFTER DINNER WITHOUT WASHING A DISH

Trade cooking and cleaning for dining and winning at Kah-Nee-Ta High Desert Resort & Casino, the ultimate high desert escape. Where slots, video poker, blackjack and more are all part of the fun. And fine dining, championship golf, a world-class spa, and dozens of other resort activities make everyone a winner. Call 1-800-554-4SUN today. You'll love cleaning up at our house.

**KAH-NEE-TA**  
HIGH DESERT RESORT & CASINO  
1-800-554-4SUN Warm Springs, Oregon

**\$ GUN'S - GOLD - JEWELRY \$**

Electronics - Musical Instruments  
(You name it)  
AT

**CASH AND RELEASE**

Need Money???

Try our - 60 Day Buy Back  
At - Lowest Rates

579 SE 5th St.  
Madras, OR

475-3157