

RESOLUTION OF THE
HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE
OF 25th NAVAJO NATION COUNCIL - Fourth Year, 2026

AN ACTION

RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE;
APPROVING AMENDMENTS TO THE PLANS OF OPERATION FOR THE NAVAJO
NATION DIVISION FOR CHILDREN AND FAMILY SERVICES AND ITS
DEPARTMENTS AND PROGRAMS

BE IT ENACTED:

SECTION ONE. AUTHORITY

- A. The Health, Education and Human Services Committee is a standing committee of the Navajo Nation Council with the purpose of promulgating regulations, promoting accountability to policies, and providing legislative oversight on matters involving health, social service, education, and general governmental services and human services. 2 N.N.C. §§ 400(A) and (C)(1).
- B. The Health, Education and Human Services Committee also serves as the legislative oversight for the Navajo Nation Division for Children and Family Services with authority to amend or rescind Plans of Operation under the Committee's oversight. 2 N.N.C. §§ 401(B)(8) and (C)(1).

SECTION TWO. FINDINGS

- A. The Navajo Nation Division for Children and Family Services is established under the Executive Branch of the Navajo Nation Government and is responsible for providing the Navajo people with such essential services as approved and authorized by the Navajo Nation Council and to ensure the highest quality of social welfare programs for the Navajo people. 2 N.N.C. §§ 1651 and 1652.
- B. In July of 2024, the Navajo Nation Council passed CJY-35-24, titled "AN ACT RELATING TO LAW AND ORDER, HEALTH, EDUCATION AND HUMAN SERVICES, NAABIK'ÍYÁTI' COMMITTEES, AND THE NAVAJO NATION COUNCIL; AMENDING 2 N.N.C. §§ 1651-1656, AND § 401(C); CHANGING THE NAME OF THE DIVISION OF SOCIAL SERVICES TO THE DIVISION FOR CHILDREN AND FAMILY SERVICES."

- C. Resolution CJY-35-24 was signed into law by the President of the Navajo Nation on July 26, 2024, thereby changing the name of the Division of Social Services to the Division for Children and Family Services.
- D. As a result of CJY-35-24, the Plan of Operation for the Division must be updated to reflect the official name change from the Division of Social Services to the Division for Children and Family Services.
- E. The updated Plan of Operation is also necessary to ensure that the plans of operation for all programs operating under the Division are consistent with the amended provisions of 2 N.N.C. §§ 1651-1656 and § 401(C).
- F. The legislation includes the following updated plans of operation for approval:
 - 1. Exhibit A, Plan of Operation for the Division for Children and Family Services Office of the Executive Director;
 - 2. Exhibit B, Division for Children and Family Services Plan of Operation for the Department of Child Care;
 - 3. Exhibit C, Division for Children and Family Services Plan of Operation for the Department for Child Well-Being;
 - 4. Exhibit D, Division for Children and Family Services Plan of Operation for the Navajo Department for Self Reliance;
 - 5. Exhibit E, Division for Children and Family Services Plan of Operation for the Navajo Department for Long Term Services and Support; and
 - 6. Exhibit F, Division for Children and Family Services Plan of Operation for the Navajo Treatment Center for Children and Their Families.
- G. The Plan of Operation for Navajo Indian Child Welfare Act Program has been stricken and the Navajo Indian Child Welfare Act Program has been incorporated in the Department of Child Well-Being.

- H. The proposed Plan of Operation and related program plans underwent Executive Official Review under Executive Official Review No. 024505, attached as **Exhibit G**.
- I. On September 18, 2025, the Navajo Nation Department of Justice reviewed the proposed Plan of Operation and related program plans and deemed them legally sufficient.
- J. Approval of the updated Plan of Operation will provide administrative clarity, ensure legal consistency with CJY-35-24, and support the continued delivery of services by the Navajo Nation Division for Children and Family Services and its programs.

SECTION THREE. APPROVING AMENDMENTS TO THE PLANS OF OPERATION FOR THE NAVAJO NATION DIVISION FOR CHILDREN AND FAMILY SERVICES AND ITS DEPARTMENTS AND PROGRAMS

The Health, Education and Human Services Committee hereby approves the amendments to the Plan of Operations, within **Exhibits A-F**, for the Navajo Nation Division for Children and Family Services and its departments and programs.

CERTIFICATION

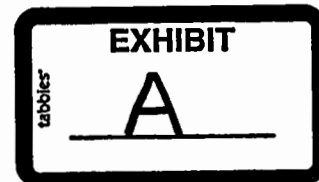
I, hereby, certify that the following resolution was duly considered by the Health, Education and Human Services Committee of the 25th Navajo Nation Council at a duly called meeting at Window Rock, Navajo Nation, (Arizona) at which quorum was present and that same was passed by a vote of 05 in favor, 00 opposed, on this 27th day of July 2026.



Vince R. James, Chairperson
Health, Education and Human Services Committee
Of the 25th Navajo Nation Council

Motion: Honorable George H. Tolth
Second: Honorable Dr. Andy Nez

Not voting Honorable Vince R. James, Chairperson



DIVISION FOR CHILDREN AND FAMILY SERVICES

Office of the Executive Director

Plan of Operation

I. ESTABLISHMENT

There is hereby established an Office of the Executive Director within the Division for Children and Family Services of the Executive Branch of the Navajo Nation.

II. PURPOSE

The purpose of an Office of the Executive Director is to ensure essential, high quality, comprehensive, and culturally relevant human and social services are accessible and provided on and near the Navajo Nation, where mandated by applicable laws, statutes and regulations.

III. STAFFING AND ORGANIZATION

A. Staffing

1. The Division for Children and Family Services shall be administered by an Executive Director, pursuant to 2 N.N.C. §1653, who shall be appointed by the President of the Navajo Nation and recommended by the Health, Education and Human Services Committee of the Navajo Nation Council as required by 2 N.N.C. §1005 (C) (3), with confirmation by the Navajo Nation Council, pursuant to 2 N.N.C. §102 (F), and shall serve at the pleasure of the President of the Navajo Nation.
2. The Executive Director shall employ and supervise a Deputy Division Director and professional, technical, and administrative support personnel as may be deemed necessary to carry out the purposes of the Division for Children and Family Services and as funds are available. All other personnel shall be employed and compensated in accordance with the Navajo Nation Personnel Policies Manual and other applicable Navajo Nation laws, policies, and agreements.

3. The Deputy Division Director of the Division for Children and Family Services, Department Managers, and Program Managers shall report to the Executive Director.
4. The Deputy Division Director of the Division for Children and Family Services shall be delegated in the absence of the Executive Director.
5. The supervisors of the Division for Children and Family Services technical support service sections, including Information Technology, Policy, Administrative Support, Financial Management, Financial Assistance Unit, Human Resources, Communications, and the 477 Services shall report to the Executive Director.

B. Organization

The Division for Children and Family Services shall consist of an Office of the Executive Director, four (4) Departments and one (1) Program to execute the purpose, goals, objectives, authorities, duties, and responsibilities of the Division for Children and Family Services. The Office of the Executive Director, Departments, and Programs may consist of sections and offices to accomplish the respective Departments and Programs' purposes. The Office of the Executive Director, four (4) Departments, and one (1) Program are as follows:

1. The Office of the Executive Director, including administrative and technical support sections;
2. Department of Child Care;
3. Department for Child Well-Being;
4. Navajo Department for Self Reliance;
5. Navajo Department for Long Term Services and Supports; and the
6. Navajo Treatment Center for Children and Their Families Program.

The Organizational Chart of the Division for Children and Family Services, Office of the Executive Director is attached as Attachment 1.

IV. RESPONSIBILITY AND AUTHORITY

A. Executive Director:

The Executive Director shall have the authority for the Division's overall operational planning and direction. The Executive Director shall have the following duties and responsibilities:

1. Report and be responsible to the Office of the President and Vice-President of the Navajo Nation.
2. Provide effective and efficient overall management and financial direction to the Division for Children and Family Services departments, programs, centers, sections, and offices in accordance with applicable laws, policies, and procedures of the Navajo Nation.
3. Report to the Health, Education and Human Services Committee of the Navajo Nation Council.
4. Execute the powers and authority of the Division for Children and Family Services, pursuant to 2 N.N.C. Section 1604.
5. Represent the Division for Children and Family Services through lobbying, advocating, testifying, and maintaining the government-to-government relationships with federal, state, and local governments as authorized.
6. Establish and maintain partnerships with local, county, state, federal, and other entities on human and social services, and other related issues to meet the goals and objectives of the Division for Children and Family Services.
7. Recommend policies and legislation on human and social services issues.
8. Develop, negotiate, and implement written agreements or contracts with federal, state, tribal, and other entities on behalf of the Division for Children and Family Services relevant to its direct human and social services departments, programs, functions, services, and activities to expand services and increase opportunities that would allow the Division to fulfill its purpose;
9. Seek external funding and other resources to enhance, expand, and improve direct human and social service programs, functions, services, and activities.
10. Recommend the creation, merger, separation, amendment, or abolishment of departments, programs, sections, offices, or specific functions in accordance with applicable Navajo Nation laws and policies.

11. Recruit, select, supervise, and train personnel; conduct employee performance evaluations; and recommend reclassification of positions in accordance with the Navajo Nation Personnel Policies Manual.

B. Office of the Executive Director:

The Office of the Executive Director shall provide for overall management of the Division for Children and Family Services. Personnel shall handle their duties and responsibilities in accordance with Navajo Nation laws and policies, including but not limited to the following:

1. Assist with the overall direction of the Division for Children and Family Services by developing, implementing, monitoring, and evaluating short- and long-range strategic initiatives, plans, goals, and objectives.
2. Develop, negotiate, and implement agreements and contracts with federal, state, tribal, and other entities to expand services and increase opportunities to fulfill the Division's purpose.
3. Support departments, programs, centers, sections, and offices to execute their functions, authorities, and responsibilities.
4. Administer the Navajo Nation's P.L. 102-477 Indian Employment, Training and Related Services Consolidation Act Plan and budget, and implement policies and procedures to ensure the delivery of comprehensive, customer-centered, and holistic services.
5. Develop, implement, and maintain an administrative, operational, and technical infrastructure to support the performance of direct human and social services departments, programs, functions, services, and activities.

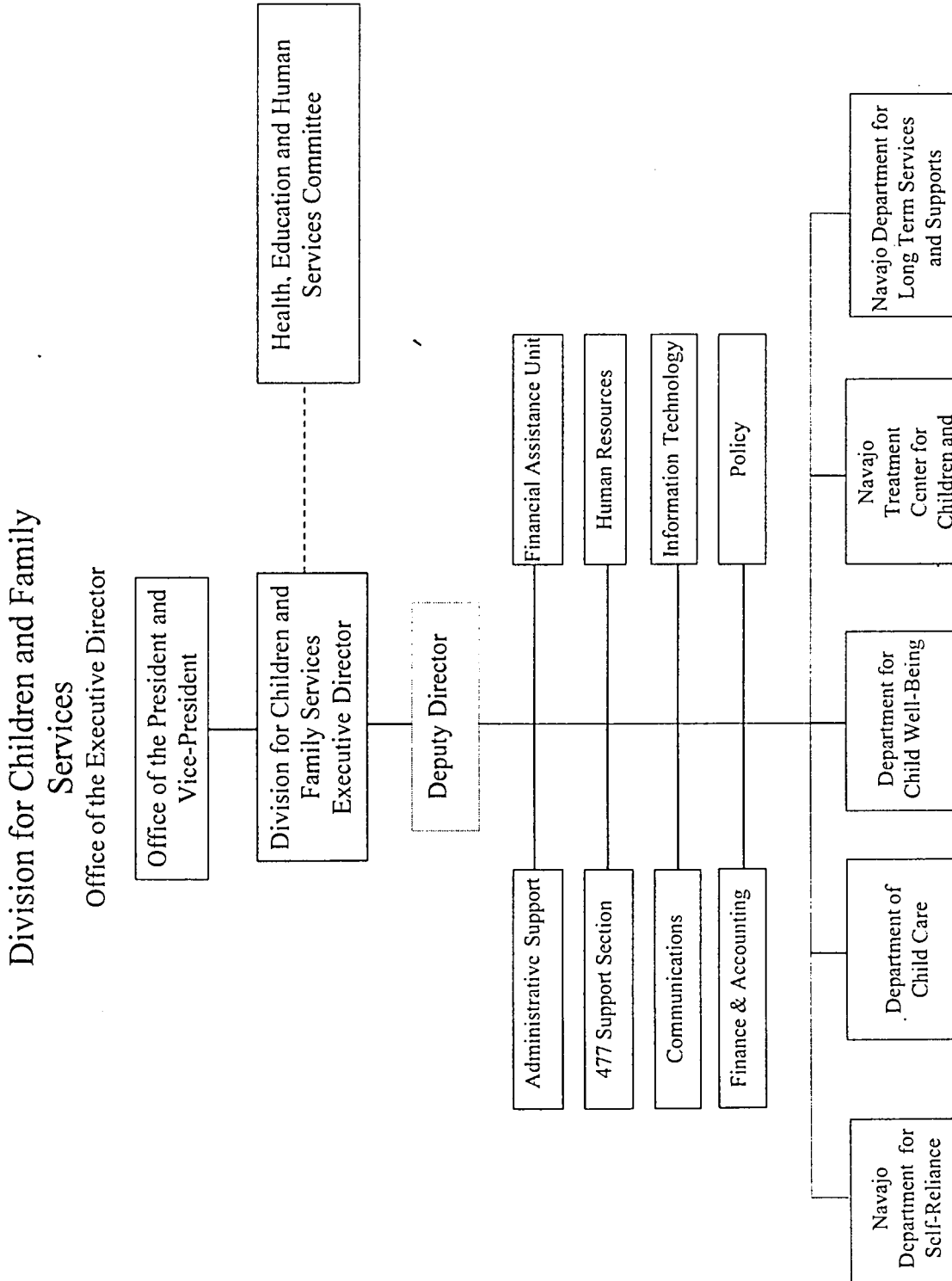
A. LEGISLATIVE OVERSIGHT

Pursuant to 2 N.N.C. §§ 192 and 400 *et. seq.*, the Division for Children and Family Services shall operate under the legislative oversight of the Health, Education and Human Services Committee of the Navajo Nation Council.

VI. AMENDMENTS

This Plan of Operation may be amended from time to time as deemed necessary by the Health, Education and Human Services Committee of the Navajo Nation Council (2 N.N.C. § 1656).

DCFS Organizational Chart



DIVISION FOR CHILDREN AND FAMILY SERVICES**Department of Child Care****Plan of Operation****I. ESTABLISHMENT**

There is hereby established the Department of Child Care within the Division for Children and Family Services of the Executive Branch of the Navajo Nation.

II. PURPOSE

The purpose of the Department of Child Care is to provide affordable and quality child care services for eligible children, families, and providers.

III. STAFFING AND ORGANIZATION**A. Staffing**

1. The Department of Child Care shall be directed and supervised under the guidance of a Department Manager III who shall be selected in accordance with the Navajo Nation Personnel Policies Manual. All other personnel shall be employed and compensated in accordance with the Navajo Nation Personnel Policies Manual.
2. The Department Manager III shall be under the general direction and supervision of the Executive Director of the Division for Children and Family Services.
3. The Department Manager III shall be authorized to recommend additional professional, technical, and administrative positions, and establish services as needed to fulfill the organizational purpose(s), as stated herein. Additional positions shall be acquired in accordance with the Navajo Nation Personnel Policies Manual within applicable budget rules established for conducting the annual tribal budget process.

B. Organization

The Department of Child Care shall consist of Administration and Direct Services to execute the Department of Child Care purpose, authorities, goals, objectives, duties, and responsibilities. This includes:

1. Administration

2. Direct Services

The Organizational Chart of the Department of Child Care is attached as Attachment 1.

IV. RESPONSIBILITY AND AUTHORITY

- A. Administer the Department of Child Care in full compliance with all applicable Navajo Nation and federal laws and policies.
- B. Manage fiscal responsibilities by overseeing all funds to ensure a budget is formulated, developed, monitored, and tracked, and maintain financial records, reporting, and internal controls.
- C. Focus on the importance of supporting child development, ensuring the health and safety of children in tribally operated centers, and promoting quality childcare activities.
- D. Assist parents and guardians make informed consumer choices and access information to support child development and provide equal access to stable, high-quality childcare for eligible children throughout the Navajo Nation and identified border towns.
- E. Provide comprehensive, customer-centered, and holistic services in accordance with the P.L. 102-477 plan, budget, policies, and procedures.

V. LEGISLATIVE OVERSIGHT

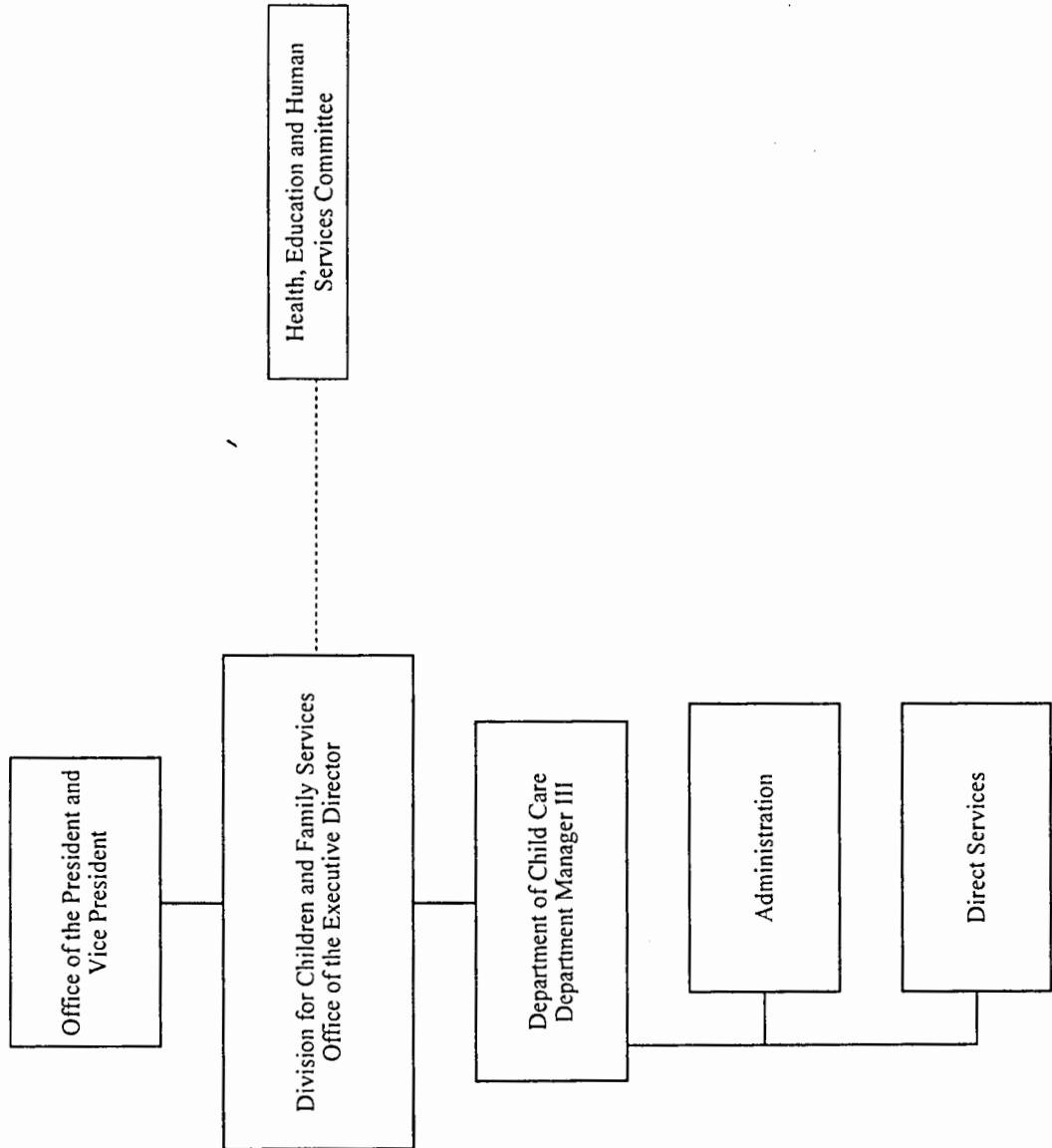
Pursuant to 2 N.N.C. §§ 192 and 400 *et seq.*, the Department of Child Care shall operate under the legislative oversight of the Health, Education and Human Services Committee of the Navajo Nation Council.

VI. AMENDMENTS

This Plan of Operation may be amended from time to time as deemed necessary by the Health, Education and Human Services Committee of the Navajo Nation Council (2 N.N.C. § 1656).

DCC Organizational Chart

DIVISION FOR CHILDREN AND FAMILY SERVICES
Department of Child Care



DIVISION FOR CHILDREN AND FAMILY SERVICES**Department for Child Well-Being****Plan of Operation****I. ESTABLISHMENT**

There is hereby established the Department for Child Well-Being within the Division for Children and Family Services of the Executive Branch of the Navajo Nation.

II. PURPOSE

- A. The purpose of the Department for Child Well-Being is to provide specialized services to children, adults, and elderly facing abuse, neglect or crises, and to promote healthy and stable Navajo families.
- B. Through its Navajo Indian Child Welfare Act Program (NICWAP), the Department for Child Well-Being preserves and reunifies Navajo children involved in state child custody proceedings with their families in alignment with the Indian Child Welfare Act (ICWA) of 1978 and applicable state ICWA laws. The NICWAP also provides ongoing, quality case management to children domiciled off the Navajo Nation.

III. STAFFING AND ORGANIZATION**A. Staffing**

- 1. The Department for Child Well-Being shall be directed by and supervised under the guidance of a Department Manager III who shall be selected in accordance with the Navajo Nation Personnel Policies and Procedures. All other personnel shall be employed and compensated in accordance with the Navajo Nation Personnel Policies Manual.
- 2. The Department Manager III shall be under the general direction and supervision of the Executive Director of the Division for Children and Family Services.
- 3. The Department Manager III shall determine and recommend the need for additional professional, technical, and administrative positions, and establish field offices to carry out the purposes as stated herein.

B. Organization

The Department for Child Well-Being shall consist of an Administrative Support Section, Finance, a Quality Assurance Section, and a Direct Services Section comprised of Child and Family Services, Placement Services, Indian Child Welfare Act Program, Adult/Elderly Protection Program, Prevention Outreach, and the Family Harmony Services program to execute the Department for Child Well-Being purpose, authorities, goals, objectives, duties, and responsibilities.

The Organizational Chart of the Department for Child Well-Being is attached as Attachment 1.

IV. RESPONSIBILITY AND AUTHORITY

- A. Ensure service delivery is consistent with the Continuum of Service Model, professional social work ethics, and standards.
- B. Monitor and evaluate program operations, services, resources, and expenditures to assure and improve the effectiveness and efficiency of service delivery.
- C. Develop policies and procedures to implement, monitor, evaluate, and improve operations and services.
- D. Seek and secure funding from federal, state, and other agencies and develop program budgets consistent with Navajo Nation policies and any applicable laws.
- E. Identify, promote, and support skill development and competence leading to staff credentialing and licensure, so services continually improve and expand.
- F. To prevent the unnecessary separation of children from their families, improve the quality of care and services to children and their families, and ensure permanency for children by reuniting them with their parents, placing them through adoption, or securing another permanent living arrangement.
- G. Prevent the breakup of Navajo families, protect the best interest of Navajo children, and promote the stability of Navajo families.
- H. Preserve and support families through establishing permanency for child(ren) through reunification with their parents, guardianship, or adoption with relative/kinship or other Navajo families or securing another permanent living arrangement.

- I. Provide traditional parenting education and offer community resources to strengthen family units.
- J. Provide specialized case management services, including recruitment and certification of adoptive homes, conduct relative/kinship and home studies, newborn relinquishments and post placement activities, educate and provide technical assistance on Navajo culture, traditional beliefs, and practices.
- K. Administer the federal legislative intent of ICWA and state-enacted ICWA laws, several provisions of the Social Security Act, including Title IV-B, and other external funding programs and agreements in full compliance with the Navajo Nation and federal laws and policies.
- L. Provide administrative, operational and technical support, and training to divisions, programs, and offices.
- M. Integrate the Navajo culture, tradition, language, and belief support services, and other best practices, evidence-based practices, or leading practices in services and activities.
- N. Monitor and evaluate program operations, services, resources, and expenditures to assure and improve the effectiveness and efficiency of service delivery.
- O. Promote and support the personnel and their professional growth through education, training, certification, licensure, and advancement opportunities, so services provided to children and families continually improve and expand. Provide comprehensive, customer-centered, and holistic services in accordance with the P.L. 102-477 plan, budget, policies, and procedures.

V. LEGISLATIVE OVERSIGHT

Pursuant to 2 N.N.C. §§ 192 and 400 *et. seq.*, the Department for Child Well-Being shall operate under the legislative oversight of the Health, Education and Human Services Committee of the Navajo Nation Council.

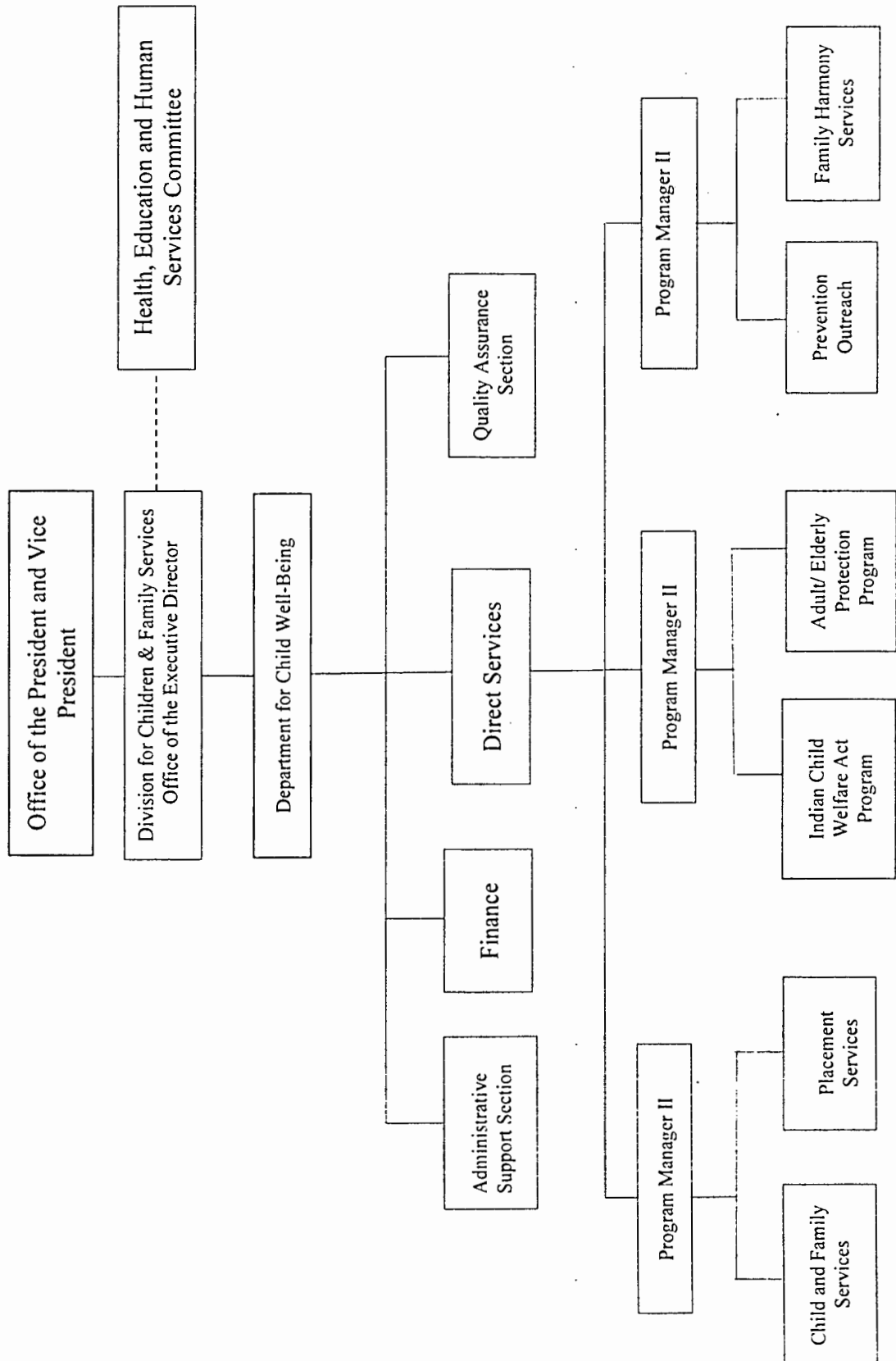
VI. AMENDMENTS

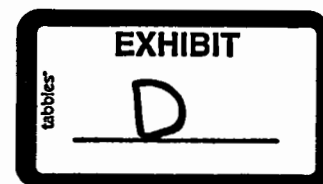
This Plan of Operation may be amended from time to time as deemed necessary by the Health, Education, and Human Services Committee of the Navajo Nation Council (2 N.N.C. § 1656).

Navajo DCWB Organizational Chart

DIVISION FOR CHILDREN & FAMILY SERVICES
Department for Child Well-Being

Organizational Chart





DIVISION FOR CHILDREN AND FAMILY SERVICES

Navajo Department for Self Reliance

Plan of Operation

I. ESTABLISHMENT

There is hereby established the Navajo Department for Self Reliance within the Division for Children and Family Services of the Executive Branch of the Navajo Nation.

II. PURPOSE

The Navajo Department for Self Reliance utilizes the Navajo concept and teachings of T'áá hwó ájit'éego to empower eligible individuals and families to take responsibility for their lives through the development, implementation, and monitoring of a personal responsibility plan which guide family members toward self-reliance.

III. STAFFING AND ORGANIZATION

A. Staffing

1. The Navajo Department for Self Reliance shall be directed by and supervised under the guidance of a Department Manager III who shall be selected in accordance with the Navajo Nation Personnel Policies Manual. All other personnel shall be employed and compensated in accordance with the Navajo Nation Personnel Policies Manual.
2. The Department Manager III shall be under the general direction and supervision of the Executive Director of the Division for Children and Family Services.
3. The Department Manager III shall determine and recommend the need for additional professional, technical, and administrative positions as needed to carry out the organizational purpose(s) as stated herein.

B. Organization

The Navajo Department for Self Reliance shall consist of four (4) sections: Administrative Support, Compliance, Finance, and Direct Services which are

responsible for carrying out the Navajo Department for Self Reliance's purpose, authorities, duties, and responsibilities.

The Navajo Department for Self Reliance Organizational Chart is displayed as Attachment 1.

IV. RESPONSIBILITY AND AUTHORITY

- A. Administer the federal legislative intent of Public Law 104-193, Personal Responsibility and Work Opportunity Reconciliation Act of 1996 and other external and internal-funded programs in full compliance with the Navajo Nation and federal laws and policies.
- B. Promote personal responsibility and self-reliance through the Navajo traditional teachings of T'áá hwó ájít'éego; provide assistance and services that empower Customers and families to progress toward Hózhó k'eh iiná; and reduce future dependency on governmental assistance by promoting education, employment, safe and stable families, and healthy lifestyles.
- C. Develop, negotiate and implement agreements and contracts with federal, state, tribal, and other entities to expand services and increase opportunities for Customers and their families to progress toward self-reliance.
- D. Uphold the integrity of human services by developing, implementing and updating program goals and objectives, policies, procedures and standards, and assuring compliance with the Navajo Nation and federal fiscal and programmatic regulations and circulars.
- E. Monitor and evaluate program operations, services, resources, and expenditures to assure and improve the effectiveness and efficiency of service delivery.
- F. Develop and implement services to increase family wellness and decrease future dependence on public assistance.
- G. Provide comprehensive, customer-centered, holistic services in accordance with the P.L. 102-477 plan, budget, policies, and procedures.

V. LEGISLATIVE OVERSIGHT

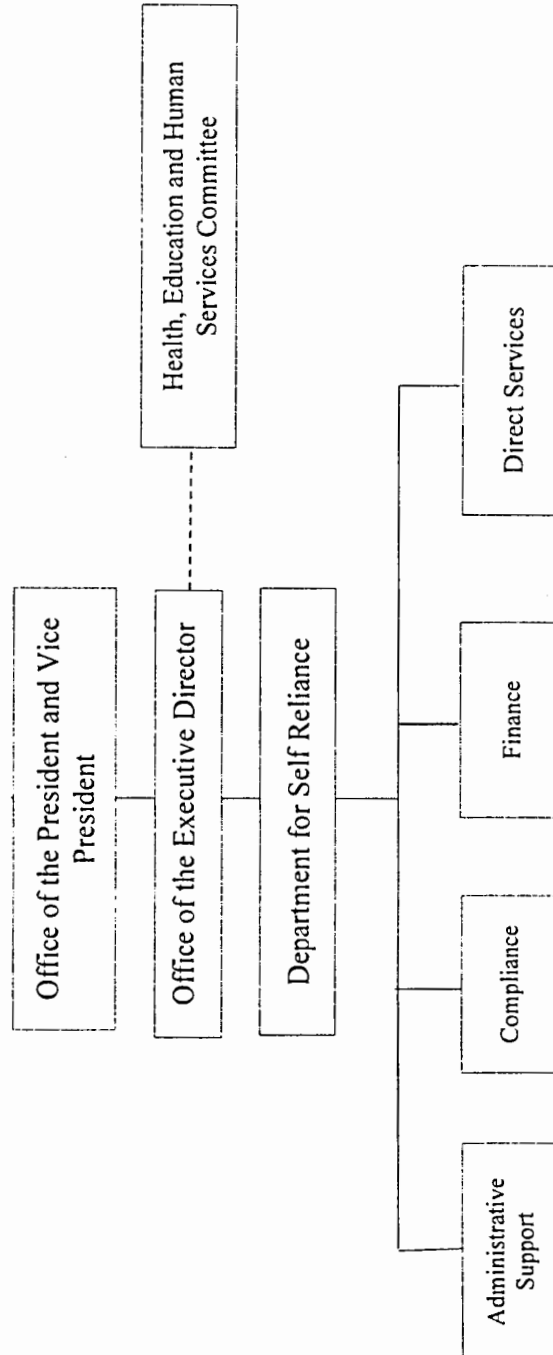
Pursuant to 2 N.N.C. §§ 192 and 400 *et. seq.*, the Navajo Department for Self Reliance shall operate under the legislative oversight of the Health, Education and Human Services Committee of the Navajo Nation Council.

VI. AMENDMENTS

This Plan of Operation may be amended from time to time as deemed necessary by the Health, Education and Human Services Committee of the Navajo Nation Council (2 N.N.C. § 1656).

Navajo DSR Organizational Chart

DIVISION FOR CHILDREN AND FAMILY SERVICES
NAVAJO DEPARTMENT FOR SELF RELIANCE



DIVISION FOR CHILDREN AND FAMILY SERVICES

Navajo Department for Long Term Services and Supports

Plan of Operation

I. ESTABLISHMENT

There is hereby established the Navajo Department for Long Term Services and Supports within the Division for Children and Family Services of the Executive Branch of the Navajo Nation.

II. PURPOSE

The purpose of the Navajo Department for Long Term Services and Supports is to develop a comprehensive case management system to ensure medically necessary Medicaid services are delivered timely to elderly, physically disabled members who are determined eligible for Arizona Long Term Care Services.

III. STAFFING AND ORGANIZATION

A. Staffing

1. The Navajo Department for Long Term Services and Supports shall be directed by and supervised under the guidance of a Department Manager III who shall be selected in accordance with the Navajo Nation Personnel Policies Manual. All other personnel shall be employed and compensated in accordance with the Navajo Nation Personnel Policies Manual.
2. The Department Manager III shall be under the general direction and supervision of the Executive Director of the Division for Children and Family Services.
3. The Department Manager III shall determine and recommend the need for personnel and additional professional, technical and administrative positions as needed to carry out the organizational purpose(s), as stated herein.

B. Organization

The Navajo Department for Long Term Services and Supports shall consist of an Administrative Unit comprised of two (2) sections to provide technical support services and a direct service comprised of two (2) sections to execute the Navajo

Department for Long Term Services and Supports purpose, authorities, goals, objectives, duties, and responsibilities. This includes:

1. Administration

2. Direct Services

The Organizational Chart for the Navajo Department for Long Term Services and Supports is attached as Attachment 1.

IV. RESPONSIBILITY AND AUTHORITY

- A. Administer the intent of Title XIX of the Social Security Act for Arizona Medicaid-eligible beneficiaries in full compliance with applicable Navajo Nation, federal, and state laws and policies.
- B. Facilitate intergovernmental relationships and agreements between tribal, state, and federal agencies as they relate to Title XIX services.
- C. Ensure coordination and facilitation of the delivery of Title XIX medical necessary covered services for mental health and developmentally disabled populations for Arizona residents.
- D. Ensure case management services allow members to reach and maintain the highest level of functioning in the most efficient and cost-effective manner through which appropriate and cost effective medically related and behavioral health services can be identified, planned, obtained, and monitored.
- E. Ensure and provide technical assistance to providers within the Navajo Nation, and coordinate with federal, state, county, and/or tribal entities in the implementation, management, and provision of agreements as it relates to eligible members.
- F. Coordinate with tribal, county, state and/or federal entities in the implementation, management, and provision of agreement(s).
- G. Serve as a point of contact for matters related to Medicaid Title XIX of the Social Security Act.
- H. Support and facilitate a person-centered approach to maximize eligible members and family self-determination while promoting the values of dignity, independence, individuality, privacy, and choice through appropriate case management services.

- I. Develop and recommend policy changes that will be responsive to improving service delivery.
- J. Provide comprehensive, customer-centered, and holistic services in accordance with the P.L. 102-477 plan, budget, policies, and procedures.

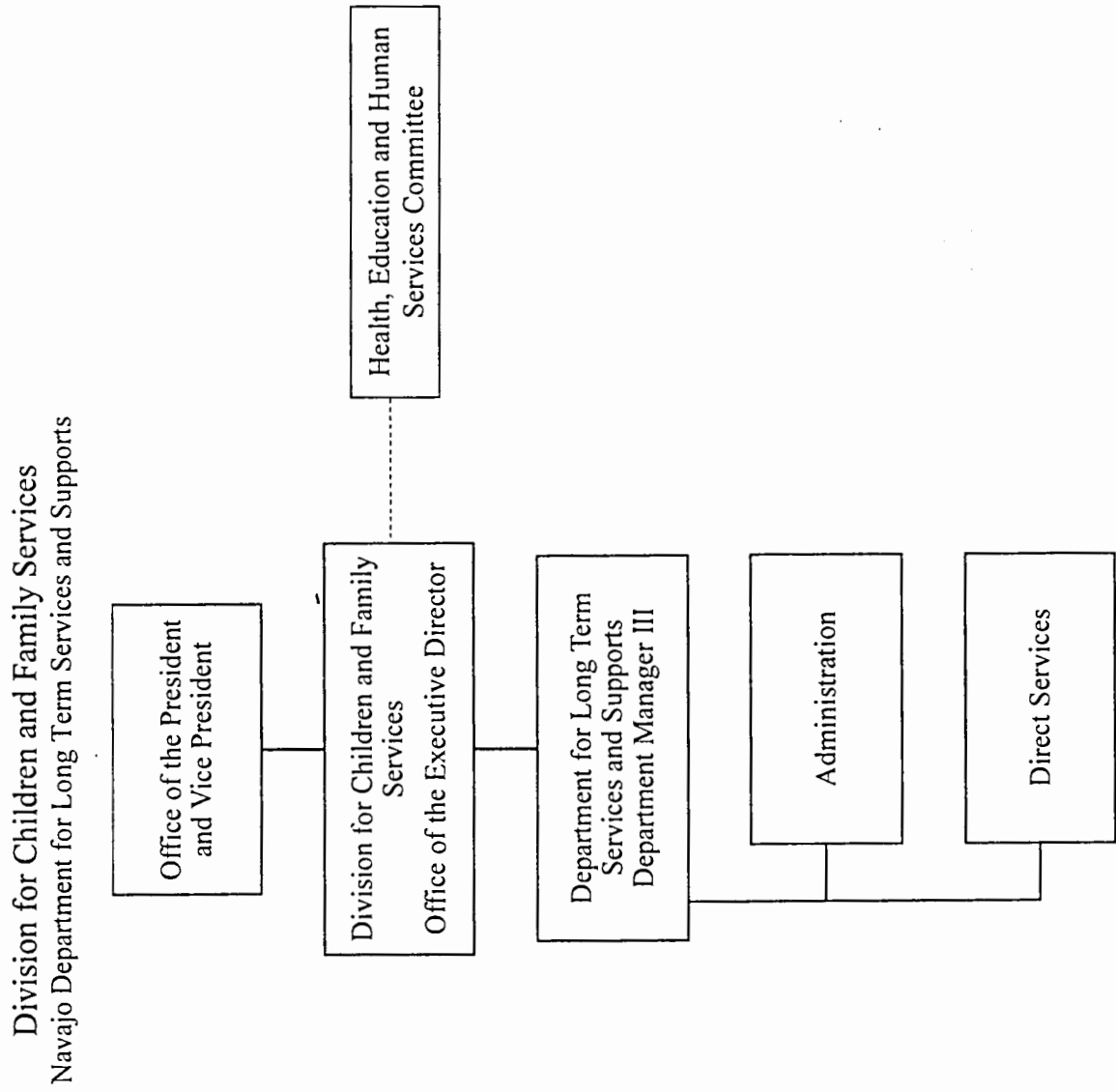
V. LEGISLATIVE OVERSIGHT

Pursuant to 2 N.N.C. §§ 192 and 400, the Navajo Department for Long Term Services shall operate under the legislative oversight of the Health, Education and Human Services Committee of the Navajo Nation Council.

VI. AMENDMENTS

This Plan of Operation may be amended from time to time as deemed necessary by the Health, Education and Human Services Committee of the Navajo Nation Council (2 N.N.C. § 1656).

Navajo DLTSS Organizational Chart



~~NAVAJO DIVISION OF SOCIAL SERVICES~~

~~Navajo Indian Child Welfare Act Program~~

~~Plan of Operation~~

~~I. ESTABLISHMENT~~

~~—There is hereby established the Navajo Indian Child Welfare Act Program within the Navajo Division of Social Services of the Executive Branch of the Navajo Nation.~~

~~II. PURPOSE~~

~~The purpose of the Navajo Indian Child Welfare Act Program is to preserve and reunite Navajo children with their parents, next of kin, other appropriate Navajo families, or a Native American family; and provide ongoing, quality case management services to Navajo children who are domiciled off the Navajo Nation, and are subject to out-of-home care.~~

~~III. STAFFING AND ORGANIZATION~~

~~A. Staffing~~

- ~~1. The Navajo Indian Child Welfare Act Program shall be directed by and supervised under the guidance of a Program Manager II who shall be selected in accordance with the Navajo Nation Personnel Policies Manual. All other personnel shall be employed and compensated in accordance with the Navajo Nation Personnel Policies Manual.~~
- ~~2. The Program Manager II shall be under the general direction and supervision of the Executive Director of the Navajo Division of Social Services.~~
- ~~3. The Program Manager II shall determine and recommend the need for additional professional, technical and administrative support positions as needed to carry out the organizational purposes as stated herein.~~

~~B. Organization~~

~~The organizational chart for the Navajo Indian Child Welfare Act Program is attached as Attachment 1.~~

~~IV. RESPONSIBILITY AND AUTHORITY~~

- ~~A. Prevent the breakup of Indian families, protect the best interest of Navajo children, and promote the stability of Navajo families.~~
- ~~B. Preserve child placements with relatives or other Navajo families by strengthening families by providing education for parents and extended family members on traditional parenting and accessing community resources.~~
- ~~C. Provide specialized case management services including recruitment, completing relative/kinship studies, newborn relinquishments and post placement activities, educating and providing technical assistance on Navajo culture, traditional beliefs and practice recruitment and completing relative/kinship home studies.~~
- ~~D. Administer the federal legislative intent of the Indian Child Welfare Act and other external funded programs and agreements in full compliance with the Navajo Nation and federal laws and policies.~~
- ~~E. Seek and secure funding from the federal, state and other agencies.~~
- ~~F. Provide administrative, operational and technical support, and training to divisions, programs and offices.~~
- ~~G. Develop policies and procedures to implement, monitor and evaluate the purpose of the Navajo Indian Child Welfare Act Program.~~
- ~~H. Integrate into the Navajo Indian Child Welfare Act Program's services and activities Navajo culture, tradition, language, and belief support services, and other best practices, evidence-based practices, or leading practices.~~
- ~~I. Monitor and evaluate program operations, services, resources (staff, property and equipment), and expenditures to assure and improve the effectiveness and efficiency of service delivery.~~
- ~~J. Promote and support the personnel and professional growth of staff through education, training, certification and licensure, and advancement opportunities, so that the services provided to children and their families continually improves and expands.~~

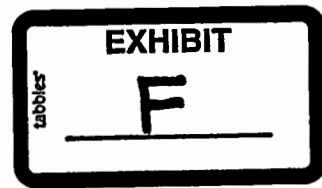
~~V. LEGISLATIVE OVERSIGHT~~

~~Pursuant to 2 N.N.C. §§ 192 and 400 *et. seq.*, the Navajo Indian Child Welfare Act Program shall operate under the legislative oversight of the Health, Education and Human Services Committee of the Navajo Nation Council.~~

~~VI. AMENDMENTS~~

~~The Plan of Operation may be amended from time to time as deemed necessary by the Health, Education and Human Services Committee of the Navajo Nation Council (2 N.N.C. § 1656).~~

Navajo ICWA Program Organizational Chart



DIVISION FOR CHILDREN AND FAMILY SERVICES
Navajo Treatment Center for Children and Their Families
Plan of Operation

I. ESTABLISHMENT

There is hereby established the Navajo Treatment Center for Children and Their Families within the Division for Children and Family Services of the Executive Branch of the Navajo Nation.

II. PURPOSE

The purpose of the Navajo Treatment Center for Children and Their Families is to provide mental health outpatient therapeutic trauma-focused clinically-based treatment services to children who have been impacted by childhood trauma.

III. STAFFING AND ORGANIZATION

A. Staffing

1. The Navajo Treatment Center for Children and Their Families shall be directed by and supervised under the guidance of a Program Manager II who shall be selected in accordance with the Navajo Nation Personnel Policies Manual. All other personnel shall be employed and compensated in accordance with the Navajo Nation Personnel Policies Manual.
2. The Program Manager II shall be under the general direction and supervision of the Executive Director of the Division for Children and Family Services.
3. The Program Manager II shall determine and recommend the need for additional professional technical and administrative support positions as needed to carry out the organizational purpose(s) as stated herein.

B. Organization

The Organizational Chart for the Navajo Treatment Center for Children and Their Families is attached as Attachment 1.

IV. RESPONSIBILITY AND AUTHORITY

- A.** Administer external-funded programs in full compliance with all applicable Navajo Nation laws and policies.

- B. Seek and secure funding from federal, state and other agencies.
- C. Provide administrative, operational, and technical support, and training to the division, programs and offices.
- D. Develop policies, procedures and protocols to implement the purpose of the Navajo Treatment Center for Children and Their Families.
- E. Monitor and evaluate program operations, services, resources , and expenditures to assure and improve the effectiveness and efficiency of service delivery.
- F. Provide outpatient therapeutic trauma-focused services through a family systems approach and treatment for individuals and families.
- G. Develop, coordinate, and implement quality behavioral health services that are culturally and linguistically responsive to the continuum of care which may include outpatient treatment, self-directed recovery, and aftercare services.
- H. Establish and maintain partnerships with an array of provider networks, including but not limited to health care, social services, and other relevant support services for improved integrated care coordination, screening, education, outreach, client navigation, and care management.
- I. Operate treatment clinics in a professional manner and ensure procedures are properly maintained for the highest degree of safety and confidentiality.

V. LEGISLATIVE OVERSIGHT

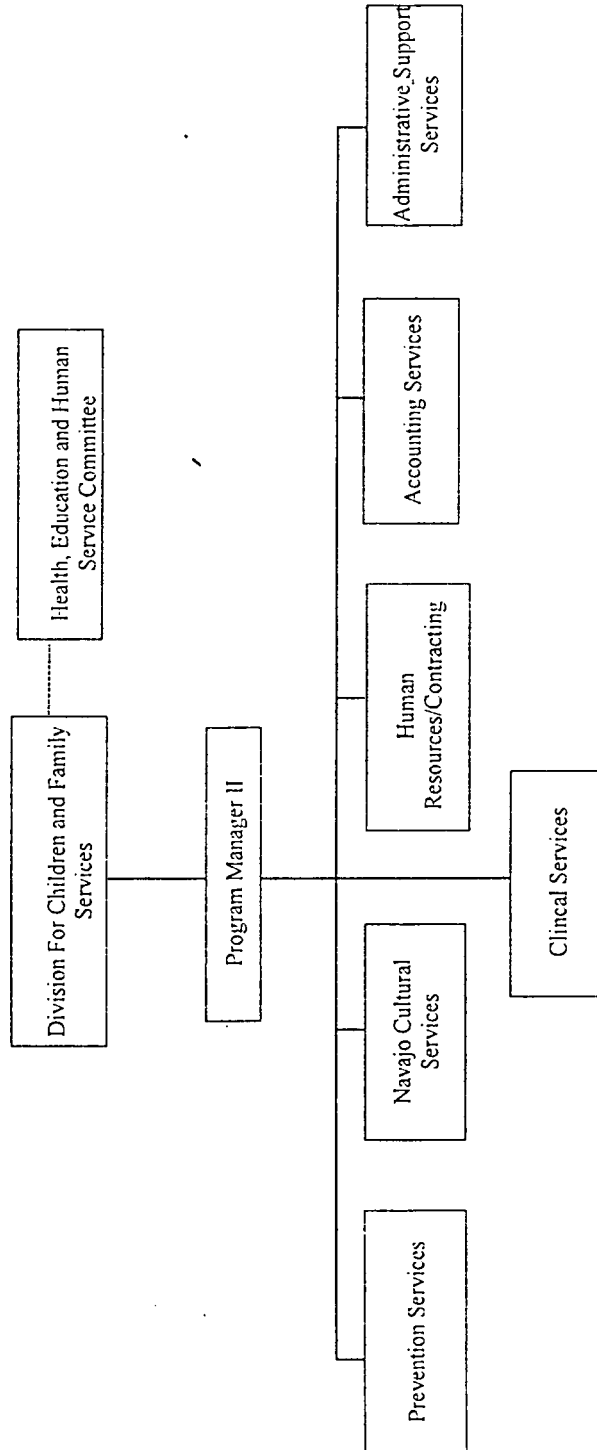
Pursuant 2 N.N.C. §§ 192 and 400 *et. seq.*, the Navajo Treatment Center for Children and Their Families shall be operated under the legislative oversight of the Health, Education and Human Services Committee of the Navajo Nation Council.

VI. AMENDMENTS

The Plan of Operation may be amended from time to time as deemed necessary by the Health, Education and Human Services Committee of the Navajo Nation Council (2 N.N.C. § 1656).

NTCCF Organizational Chart

DIVISION FOR CHILDREN AND FAMILY SERVICES
Navajo Treatment Center for Children and Their Families



Document No. 024505Date Issued: 04/13/2025**EXECUTIVE OFFICIAL REVIEW**Title of Document: NDSS PL 477 Plan of Operation Contact Name: MIKE, LAURA MProgram/Division: DIV OF CHILDREN & FAMILY SVCEmail: laura.mike@ndcfs.org Phone Number: 928-871-6851☐ **Business Site Lease** Sufficient Insufficient

- | | | | |
|---|-------------|--------------------------|--------------------------|
| 1. Division: _____ | Date: _____ | ☐ | ☐ |
| 2. Office of the Controller: _____ | Date: _____ | ☐ | ☐ |
| (only if Procurement Clearance is not issued within 30 days of the initiation of the E.O. review) | | | |
| 3. Office of the Attorney General: _____ | Date: _____ | ☐ | ☐ |

☐ **Business and Industrial Development Financing, Veteran Loans, (i.e. Loan, Loan Guarantee and Investment) or Delegation of Approving and/or Management Authority of Leasing transactions**

- | | | | |
|--|-------------|--------------------------|--------------------------|
| 1. Division: _____ | Date: _____ | ☐ | ☐ |
| 2. Office of the Attorney General: _____ | Date: _____ | ☐ | ☐ |

☐ **Fund Management Plan, Expenditure Plans, Carry Over Requests, Budget Modifications**

- | | | | |
|---|-------------|--------------------------|--------------------------|
| 1. Office of Management and Budget: _____ | Date: _____ | ☐ | ☐ |
| 2. Office of the Controller: _____ | Date: _____ | ☐ | ☐ |
| 3. Office of the Attorney General: _____ | Date: _____ | ☐ | ☐ |

☐ **Navajo Housing Authority Request for Release of Funds**

- | | | | |
|--|-------------|--------------------------|--------------------------|
| 1. NNEPA: _____ | Date: _____ | ☐ | ☐ |
| 2. Office of the Attorney General: _____ | Date: _____ | ☐ | ☐ |

☐ **Lease Purchase Agreements**

- | | | | |
|--|-------------|--------------------------|--------------------------|
| 1. Office of the Controller: _____ | Date: _____ | ☐ | ☐ |
| (recommendation only) | | | |
| 2. Office of the Attorney General: _____ | Date: _____ | ☐ | ☐ |

☐ **Grant Applications**

- | | | | |
|---|-------------|--------------------------|--------------------------|
| 1. Office of Management and Budget: _____ | Date: _____ | ☐ | ☐ |
| 2. Office of the Controller: _____ | Date: _____ | ☐ | ☐ |
| 3. Office of the Attorney General: _____ | Date: _____ | ☐ | ☐ |

☒ **Five Management Plan of the Local Governance Act, Delegation of an Approving Authority from a Standing Committee, Local Ordinances (Local Government Units), or Plans of Operation/Division Policies Requiring Committee Approval**

- | | | | |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| 1. Division: _____ | Date: <u>4/13/25</u> | ☒ | ☐ |
| 2. Office of the Attorney General: <u>THQ</u> | Date: <u>4/14/25 9/9/25 9/18/25</u> | ☒ | ☒ |

☐ **Relinquishment of Navajo Membership**

- | | | | |
|--|-------------|--------------------------|--------------------------|
| 1. Land Department: _____ | Date: _____ | ☐ | ☐ |
| 2. Elections: _____ | Date: _____ | ☐ | ☐ |
| 3. Office of the Attorney General: _____ | Date: _____ | ☐ | ☐ |

☐ **Land Withdrawal or Relinquishment for Commercial Purposes**

Sufficient Insufficient

1. Division:	_____	Date: _____	☐	☐
2. Office of the Attorney General:	_____	Date: _____	☐	☐

☐ **Land Withdrawals for Non-Commercial Purposes, General Land Leases and Resource Leases**

1. NLD	_____	Date: _____	☐	☐
2. F&W	_____	Date: _____	☐	☐
3. HPD	_____	Date: _____	☐	☐
4. Minerals	_____	Date: _____	☐	☐
5. NNEPA	_____	Date: _____	☐	☐
6. DNR	_____	Date: _____	☐	☐
7. DOJ	_____	Date: _____	☐	☐

☐ **Rights of Way**

1. NLD	_____	Date: _____	☐	☐
2. F&W	_____	Date: _____	☐	☐
3. HPD	_____	Date: _____	☐	☐
4. Minerals	_____	Date: _____	☐	☐
5. NNEPA	_____	Date: _____	☐	☐
6. Office of the Attorney General:	_____	Date: _____	☐	☐
7. OPVP	_____	Date: _____	☐	☐

☐ **Oil and Gas Prospecting Permits, Drilling and Exploration Permits, Mining Permit, Mining Lease**

1. Minerals	_____	Date: _____	☐	☐
2. OPVP	_____	Date: _____	☐	☐
3. NLD	_____	Date: _____	☐	☐

☐ **Assignment of Mineral Lease**

1. Minerals	_____	Date: _____	☐	☐
2. DNR	_____	Date: _____	☐	☐
3. DOJ	_____	Date: _____	☐	☐

☐ **ROW (where there has been no delegation of authority to the Navajo Land Department to grant the Nation's consent to a ROW)**

1. NLD	_____	Date: _____	☐	☐
2. F&W	_____	Date: _____	☐	☐
3. HPD	_____	Date: _____	☐	☐
4. Minerals	_____	Date: _____	☐	☐
5. NNEPA	_____	Date: _____	☐	☐
6. DNR	_____	Date: _____	☐	☐
7. DOJ	_____	Date: _____	☐	☐
8. OPVP	_____	Date: _____	☐	☐

☐ **OTHER:**

1.	_____	Date: _____	☐	☐
2.	_____	Date: _____	☐	☐
3.	_____	Date: _____	☐	☐
4.	_____	Date: _____	☐	☐
5.	_____	Date: _____	☐	☐

HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE
Regular Meeting
July 27, 2026

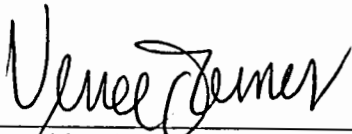
Legislation No. 0177-26: An Action Relating to Health, Education and Human Services Committee; Approving Amendments to the Plans of Operation for the Navajo Nation Division for Children and Family Services and its Departments and Programs

Sponsor: Delegate Germaine Simonson

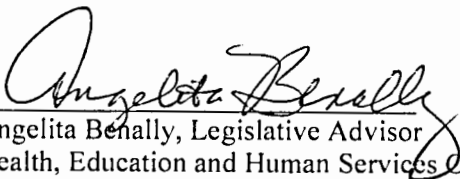
VOTE TALLY:

Main Motion:

Motion: Honorable George Tolth
Second: Honorable Andy Nez
Yea: Honorable Helena Nez Begay; Honorable Andy Nez; Honorable Germaine Simonson; Honorable George Tolth; Honorable Curtis Yanito
Nay:
Not Voting: Honorable Vince R. James (Presiding)
Excused:
Absent:
Vote: 5-0-1



Honorable Vince R. James, Chairperson
Health, Education and Human Services Committee
25th Navajo Nation Council



Angelita Benally, Legislative Advisor
Health, Education and Human Services Committee
Office of Legislative Services