LEGISLATIVE SUMMARY SHEET
Tracking No. 0083-19

DATE: April 5, 2019

TITLE OF RESOLUTION: PROPOSED NAVAJO NATION COUNCIL RESOLUTION; AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE, NAABIK'ÍYÁTI' COMMITTEE AND THE NAVAJO NATION COUNCIL; CONFIRMING DEANNAH NESWOOD-GISHEY AS THE NAVAJO NATION DIVISION OF SOCIAL SERVICES EXECUTIVE DIRECTOR

PURPOSE: If approved by the Navajo Nation Council, this legislation would confirm the appointment of Deannah Neswood-Gishey as the Navajo Nation Division of Social Services Executive Director.

This written summary does not address recommended amendments as may be provided by the standing committees. The Office of Legislative Counsel requests each Council Delegate to review each proposed resolution in detail.

5-DAY BILL HOLD PERIOD: Legislation 380
Website Posting Time/Date: 4/5/19 4:37pm
Posting End Date: 4/10/19
Eligible for Action: 4/11/19

Health Education & Human Services Committee
Thence
Naabik'íyáti' Committee
Thence
Navajo Nation Council

PROPOSED NAVAJO NATION COUNCIL RESOLUTION

24TH NAVAJO NATION COUNCIL – First Year, 2019

INTRODUCED BY

(Prime Sponsor)

TRACKING NO. 0083-19

AN ACTION

RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE, NAABIK'ÍYÁTI' COMMITTEE AND THE NAVAJO NATION COUNCIL; CONFIRMING DEANNAH NESWOOD-GISHEY AS THE NAVAJO NATION DIVISION OF SOCIAL SERVICES EXECUTIVE DIRECTOR

Section One. Authority

A. The Navajo Nation Council is the governing body of the Navajo Nation. 2 N.N.C. § 102 (A).

B. A proposed resolution requiring final action by the Navajo Nation Council shall be assigned to the Naabik'íyáti Committee. 2 N.N.C. §501(C)(1).

C. The Health, Education and Human Services Committee has legislative oversight over the Navajo Nation Division of Social Services. 2 N.N.C. § 401 (C) (1); 2 N.N.C. § 1655.

Section Two. Findings

A. The Navajo Nation President appoints Deannah Neswood-Gishey as the Navajo Nation Division of Social Services Executive Director. Ms. Neswood-Gishey's appointment letter and résumé are attached as **Exhibit A**.

B. The Navajo Nation Council confirms the appointment of the Navajo Nation President. 2 N.N.C. §1653.

C. The Navajo Nation Division of Social Services Executive Director serves at the pleasure of the Navajo Nation President. 2 N.N.C. §1653.

Section Three. Confirmation of The Navajo Nation Division of Social Service Executive Director

A. The Navajo Nation Council hereby confirms the appointment of Deannah Neswood-Gishey as the Navajo Nation Division of Social Services Executive Director.

B. Ms. Deannah Neswood-Gishey shall serve at the pleasure of the Navajo Nation President.



DEANNAH NESWOOD-GISHEY, LMSW
Greasewood Springs, AZ ( )

RESUME'

POSITION DESIRED

To be appointed as the Social Services Division Director for the Navajo Nation.

PROFESSIONAL CAREER EXPERIENCE

Dec 2017 – Present **Navajo Nation Division of Social Services** **Window Rock, AZ**
Department for Self Reliance

PROGRAM MANAGER III
Administration

- Implemented the Results Based Accountability for the direct service staff to use data for outcomes when providing family-centered case management services. To achieve RBA various actions were taken such as ensuring direct service staff obtain professional training as well as reach proficiency in the department policies and procedures; auditing of the case records and ensuring staff implement corrective actions; and on-going improvements in the departments electronic case management data base with an emphasis to become paperless and outcome driven.
- Participated in the development and revision of the departments Tribal Family Assistance Plan, Policy, Procedures; as well as the revision of the departments staff development curriculum.

Supervision

- Provide supervision to (7) Program Supervisor II who supervisor from 8 to 18 direct service staff; (1) Senior Program & Project Specialist who supervisor 12 direct service staff; and (1) Senior Statistical Research Analyst. Assigned to provide indirect supervision to the Staff Training Coordinator; and delegated in the absence of the Department Manager III

Jan 2016 – Dec 2017 **Navajo Nation Division of Social Services** **Window Rock, AZ**
Department for Self Reliance

SENIOR PROGRAMS & PROJECTS SPECIALIST
Administration

- Researched, developed, and implemented the first ever Subsidized Adult and Youth Employment within the Department. Developed the MOA and budget and processed through the Navajo Nation 164 Review Process. Monitored the employment for future success.
- Researched, developed and implemented the first ever Subsidized Adult Employment for the Customers with three employers in Utah, Arizona, and New Mexico. Developed the MOA and budget and processed through the Navajo Nation 164 Review Process. Monitored the employment and ensured the subsidized employer was reimbursed the wages and other related costs.
- Researched and revised the Departments staff training component by writing new procedures and outline for the staff proficiency.

Supervision

- Provide supervision to the Staff Training Coordinator and four Employment Development Specialist.

Sep 2014 – Nov 2015 **Gila River Indian Community** **Sacaton, AZ**
Tribal Social Services

DIRECTOR
Administration

- Manage and direct the following services provided with consists of 141 staff (Office Administration, Child Protective Services, Case Management Services, Indian Child Welfare Act Case Management, Foster Care

Recruitment and Services, Parenting Education, Traditional Counseling, Family Resource Specialists, Crime Victim Services, Domestic Violence Shelter Services, and the Residential Program for Youth)

- Develop, administer, and evaluate program budgets for all programs to ensure compliance with each contract and grant, and Community Policies
- Managed all personnel actions to include screening of applications, interviews, hire, release from employment and all grievance matters in conjunction with the Community Human Resources

Supervision

- Provide direction and oversight to an Office Manager and three Administrators (program supervisors) to ensure their staff are in compliance with the Department Policies and Procedures and providing direct services to children and families in a timely and effective manner.

Jan 2010 – Sep 2014 **Navajo Nation Division of Social Services** **Window Rock, AZ**
Department for Self Reliance

ASSISTANT DEPARTMENT MANAGER

Administration

- Oversight of seven field offices and three sub-offices in Arizona, New Mexico, and Utah consisting of approximately 110 administrative and direct service staff
- Ensure Temporary Assistant to Needy Families benefits are provided to customers in a timely and efficient manner by providing guidance to the field office supervisors and conducting field visits to the offices and addressing customer needs
- Knowledge of the Tribal Assistance System (TAS) database which enables the electronic payments of customers monthly benefits

Supervision

- Provide direction to seven field supervisors (Program Supervisor II) and their 110 direct service staff
- Ensure internal controls are maintained through monthly random reviews and quarterly performance measures

Nov 2004 – Sep 2009 **Navajo Nation Division of Social Services** **Dilkon, AZ**
Southwest Region

PROGRAM MANAGER II

Administration

- Direct and manage (12) financial accounts and direct service programs (Arizona Title XX, Dine' Elder Protection Program, Arizona Long Term Care Services, Case Management, General Assistance, Burial Assistance, Low Income Home Energy Assistance Program, Community Service Block Grant, Title IV-B Promoting Safe and Stable Families, Family Violence Prevention & Services Act)
- Develop, administer, and evaluate program budgets for all programs to ensure compliance with each contract and grant, and Navajo Nation Policies

Supervision

- Promote and abide by the National Association of Social Work Code of Ethics
- Provide direction to subordinate supervisors and staff

Jun 2000 – Nov 2004 **Navajo Nation Division of Social Services** **Chinle, AZ**
Navajo Child Special Advocacy Program

FAMILY THERAPIST/SOCIAL WORKER IV

Supervision

- Conducted annual Employee Performance Appraisals
- Reviewed client cases to ensure compliance with the respective contracts
- Discussed and provided guidance on client services and other personnel issues

Delivery of Direct Service

- Assessed, diagnosed, and treated families utilizing psychotherapy
- Utilized social work theories, techniques, and the DSM-IV
- Provided client-centered advocacy, consultation, and evaluation

Feb 1995 – Jun 2000 **Navajo Nation Division of Social Services** **Fort Defiance, AZ**
Fort Defiance Agency Family Services Unit

SOCIAL WORKER II
Administrative

- Attended or facilitated Multi-disciplinary Team (MDT) and Child Protection Team (CPT) meetings

Delivery of Direct Service

- Conducted Intake and Investigation of allegations of child abuse or neglect utilizing Risk and Safety Assessments; and Interviewing children and parents to gather vital information
- Adhere to Case Management standards by meeting documentation requirements and timelines

Sep 1994 – Feb 1995 **Navajo Nation Division of Social Services** **Fort Defiance, AZ**
Fort Defiance Agency Family Services Unit

SOCIAL SERVICE REPRESENTATIVE III

- Wrote home study reports for guardianship or adoptive court proceedings and testified in the Navajo Nation Family Court
- Placed and monitored adolescents in Residential Treatment Centers.
- Conducted Permanency Planning for children for reunification or permanent guardianship/adoption.

May 1993 – Sep 1994 **Navajo Nation Division of Social Services** **Crownpoint, NM**
Eastern Agency Family Services Unit

SOCIAL WORKER I

- Conducted Intake, Investigation, Assessment, and Evaluation of reports of abuse or neglect to ensure the needs of Native children were protected as authorized by the Navajo Nation Children's Code
- Wrote court reports initiating Dependency or Child In Need of Supervision proceedings through the Navajo Nation Family Court; and provided testimony in Court
- Placed and monitored adolescents in Residential Treatment Centers

EDUCATION

Jun 1999 – May 2000 Master of Social Work	New Mexico Highlands University	Las Vegas, NM
Aug 1991 – May 1993 Bachelor of Social Work	Arizona State University	Tempe, AZ
Aug 1989 – Dec 1991 Associate of Arts	Mesa Community College	Mesa, AZ

PROFESSIONAL LICENSURE

State of New Mexico Regulations & Licensing Department, Social Work Examiners Board
Licensed Master Social Worker (LMSW) #M-05735; In good standing since September 2004

MILITARY EXPERIENCE

Jan 1988 – Jun 1992 Rank: Sergeant – Honorable Discharge	Arizona National Guard, 356th Signal Company	Phoenix, AZ
Jan 1985 – Jan 1988 Rank: Corporal – Honorable Discharge	United States Army, USAISC-Pentagon	Washington, DC

THE NAVAJO NATION

JONATHAN NEZ | PRESIDENT MYRON LIZER | VICE PRESIDENT

April 04, 2019

Deannah Neswood-Gishey

RE: Appointment as Division Director for the Navajo Nation Division of Social Services

Dear Mrs. Neswood-Gishey,

The Nez-Lizer Administration was elected on a mandate of change for the Navajo Nation. This change involves appointing qualified, motivated and experienced individuals who will move the Navajo Nation forward by "Working Together" to serve the Navajo people. This letter shall serve as a formal notification to your appointment as Division Director for the Navajo Nation Division of Social Services (NNDSS). This appointment will take effect on April 22, 2019 at 8:00AM. Please note that this position is subject to confirmation by the Navajo Nation Council.

Your duties as director are outlined at 2NNC §1653. You shall be responsible for the administration and management of the Division of Social Services and supervision of all applicable personnel. This includes ensuring compliance with all applicable Navajo Nation laws and policies.

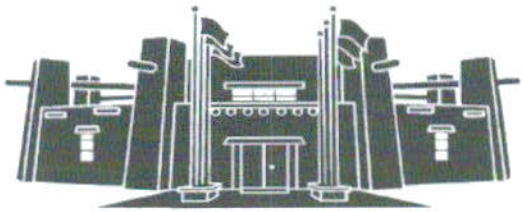
Your salary will be that of the current budgeted salary for the position. Throughout this appointment, you will report to the Chief of Staff under the Office of the President and Vice President. Again, we thank you for your willingness to serve the Navajo people. Ahe'hee.

Jonathan Nez, President
THE NAVAJO NATION

Myron Lizer, Vice President
THE NAVAJO NATION

POST OFFICE BOX 7440 | WINDOW ROCK, AZ 86515 | PHONE: (928) 871-7000 | FAX: (928) 871- 4025

Office of Legislative Counsel
Telephone: (928) 871-7166
Fax # (928) 871-7576



Honorable Seth Damon
Speaker
24th Navajo Nation Council

MEMORANDUM

TO: Honorable Charlaine Tso
Mexican Water, To'likan, Teesnospos, Aneth, Red Mesa Chapters

FROM: Mariana Kahn
Mariana Kahn, Attorney
Office of Legislative Counsel

DATE: April 5, 2019

SUBJECT: PROPOSED NAVAJO NATION COUNCIL RESOLUTION; AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE, NAABIK'ÍYÁTI' COMMITTEE AND THE NAVAJO NATION COUNCIL; CONFIRMING DEANNAH NESWOOD-GISHEY AS THE NAVAJO NATION DIVISION OF SOCIAL SERVICES EXECUTIVE DIRECTOR

Pursuant to your request, attached is the above-referenced proposed resolution and associated legislative summary sheet. Based on existing law, the resolution as drafted is legally sufficient. However, as with all legislation, it is subject to review by the courts in the event of a challenge.

The Office of Legislative Council confirms the appropriate review is with the Standing Committees and the Navajo Nation Council. Nevertheless, "the Speaker of the Navajo Nation Council shall introduce [the proposed resolution] into the legislative process by assigning it to the respective oversight committee(s) of the Navajo Nation Council having authority over the matters for proper consideration." 2 N.N.C. § 164(A)(5).

Please review the proposed resolution to ensure it is drafted to your satisfaction. If this proposed resolution is acceptable to you, please sign it where it indicates "Prime Sponsor", and submit it to the Office of Legislative Services for the assignment of a tracking number and referral to the Speaker.

If the proposed resolution is unacceptable to you, or if you have further questions, please contact me at the Office of Legislative Counsel and advise me of changes you would like made to the proposed resolution. You may contact me at (928) 871-7166. Thank you.

THE NAVAJO NATION
LEGISLATIVE BRANCH
INTERNET PUBLIC REVIEW PUBLICATION

LEGISLATION NO: _0083-19__ **SPONSOR:** Charlaine Tso

TITLE: An Action Relating To Health, Education And Human Services Committee, NAABIK'IYATI' Committee And The Navajo Nation Council; Confirming Deannah Neswood-Gishey As The Navajo Nation Of Social Services Executive Director

Date posted: **April 5, 2019 at 4:37 PM**

Digital comments may be e-mailed to comments@navajo-nsn.gov

Written comments may be mailed to:

Executive Director
Office of Legislative Services
P.O. Box 3390
Window Rock, AZ 86515
(928) 871-7586

Comments may be made in the form of chapter resolutions, letters, position papers, etc. Please include your name, position title, address for written comments; a valid e-mail address is required. Anonymous comments will not be included in the Legislation packet.

Please note: This digital copy is being provided for the benefit of the Navajo Nation chapters and public use. Any political use is prohibited. All written comments received become the property of the Navajo Nation and will be forwarded to the assigned Navajo Nation Council standing committee(s) and/or the Navajo Nation Council for review. Any tampering with public records are punishable by Navajo Nation law pursuant to 17 N.N.C. *§374 et. seq.*

THE NAVAJO NATION
LEGISLATIVE BRANCH
INTERNET PUBLIC REVIEW SUMMARY

LEGISLATION NO.: 0083-19

SPONSOR: Honorable Charlaine Tso

TITLE: An Action Relating To Health, Education And Human Services Committee, Naabik'íyáti' Committee And The Navajo Nation Council; Confirming Deannah Neswood-Gishey As The Navajo Nation Division Of Social Services Executive Director

Posted: April 5, 2019 at 4:37pm

5 DAY Comment Period Ended: April 10, 2019

Digital Comments received:

Comments Supporting	*None*
Comments Opposing	*None*
Inconclusive Comments	*None*

Legislative Secretary
Office of Legislative Services

4/11/19 8:15 am
Date/Time

Committee Report

THE HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE OF THE NAVAJO NATION COUNCIL to whom has been assigned;

LEGISLATION NO. 0083-19

AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE, NAABIK'IYATI' COMMITTEE AND THE NAVAJO NATION COUNCIL; CONFIRMING DEANNAH NESWOOD-GISHEY AS THE NAVAJO NATION DIVISION OF SOCIAL SERVICES EXECUTIVE DIRECTOR

(Note: Eligible for Committee Action April 11, 2019)

Sponsor: Honorable Charlaine Tso
Co-Sponsor: Honorable Pernell Halona

Has had under consideration and report the same with the recommendation that Legislation 0083-19 PASS with no Amendment and no Directive; and therefore referred the same to the **NAABIK'IYATI' COMMITTEE OF THE NAVAJO NATION COUNCIL**

Respectfully Submitted,

Daniel E. Tso

Daniel E. Tso, Chairperson
Health, Education and Human Services Committee

April 22, 2019 - Main Motion
Motion by: Honorable Nelson S. BeGaye
Seconded by: Honorable Paul Begay, Jr.
Vote: 4 in favor; 0 Opposed; Chairperson Not Voting
Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Nelson S. BeGaye
Nays: None
Absent (excused): Charlaine Tso

HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE
Regular Meeting
April 22, 2019

Roll Call
Vote Tally Sheet

LEGISLATION NO. 0083-19

AN ACTION RELATING TO HEALTH, EDUCATION AND HUMAN SERVICES COMMITTEE, NAABIK'IYATI' COMMITTEE AND THE NAVAJO NATION COUNCIL; CONFIRMING DEANNAH NESWOOD-GISHEY AS THE NAVAJO NATION DIVISION OF SOCIAL SERVICES EXECUTIVE DIRECTOR

(Note: Eligible for Committee Action April 11, 2019)

Sponsor: Honorable Charlaine Tso
Co-Sponsor: Honorable Pernell Halona

April 22, 2019 - Main Motion
Motion by: Honorable Nelson S. BeGaye
Seconded by: Honorable Paul Begay, Jr.
Vote: 4 in favor; 0 Opposed; Chairperson Not Voting
Yeas: Nelson S. BeGaye; Paul Begay, Jr.; Pernell Halona; Nelson S. BeGaye
Nays: None
Absent (excused): Charlaine Tso

Daniel E. Tso, Chairperson
Health, Education and Human Services Committee

Beverly Martinez, Legislative Advisor
Health, Education and Human Services Committee