

**[Gáui]bègù ét màuhênjàu**

111 W. Broadway  
Anadarko, OK 73005  
405-339-8212



**Kiowa Tribe Sustainability Plan  
Kiowa Language and Culture Revitalization Program**

<b>Mission</b>
The KLCRP provides a key role in the protection of the Kiowa culture. As a steward, the KLCRP coordinates activities that promote the public good rather than individual gain. We will acknowledge the varied social groups, linguistic orthographies, and organizations affiliated with the Kiowa Tribe. We promise to use our best effort to preserve and protect the history of said groups, while promoting the continuation of all organizations.
<b>Vision</b>
We want to ensure future generations are exposed to the Kiowa language. Protecting and perpetuating the Kiowa language is an active priority by all members of our staff. The KLCRP hopes to bring Kiowa back into daily life.
<b>Values</b>
<p>The community can expect the KLCRP to:</p> <ul style="list-style-type: none"> <li>• Focus on public service</li> <li>• Encourage people to learn, speak, and teach the Kiowa language</li> <li>• Always put forth an honest effort when performing our duties</li> <li>• Acquire items honestly and fairly</li> <li>• Always give due credit to those individuals who loaned, made, and gave materials to the Program</li> <li>• We will enable our research and information to be made public for the Kiowa community</li> <li>• We will disclose waste, abuse, fraud, and corruption to the appropriate authorities</li> <li>• It is our responsibility to provide culturally relevant and appropriate materials to all program participants</li> </ul>

**History**

The history of the Kiowa people begins in Canada and down through Montana to the Rocky Mountains and as far as Mexico. The Kiowa people eventually settled in the plains that are currently known as Oklahoma and have made the Kiowa Tribe headquarters in Carnegie, Oklahoma. The Kiowa Tribe currently has 11,942 enrolled members as well as other who are of Kiowa descent. The Kiowa Tribe has always been rich in culture and traditions. Songs, ceremonies and stories have been handed down through generations. However, as the next generation emerges the loss of fluent speakers grow. The Kiowa Language and Culture Revitalization Program was funded from 2016-2021 through a cooperative agreement with the Administration for Native Americans. The KLCRP has established five designated community areas located in Oklahoma: Anadarko, Carnegie, Lawton, Norman, and Tulsa. Through these



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areas, the program offers outreach events, Kiowa language classes, and works to establish a Kiowa language community. A primary goal of the ANA funded program was to train a minimum of 25 teachers with at least 5 in each community who are credentialed by the Kiowa Tribe to teach the Kiowa language to each of five age groups: early childhood, elementary, middle school, high school, and post-secondary/adult learners.

## Internal Environment

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• Written policies and procedures</li> <li>• Fully staffed</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing recruitment of Elder Mentors</li> <li>• Communication between each individual program site and the main office</li> </ul>

## External Environment

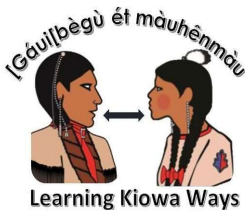
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Continue to build on partnerships</li> <li>• Leverage resources from the community</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of private foundation funding despite applications</li> </ul>

## Goal

- The goal of this sustainability strategic plan is to provide a roadmap for future program staff to follow to ensure that program activities can continue with minimal interruption.

## Long-Term Objectives

- Incorporate Kiowa language instructional sessions for children ages 0-17 years-old and adults ages 18 and older into the program activities of the Kiowa Tribe programs such as the Kiowa Tribe Museum and the Kiowa Tribe Child Care Program
- Continue Kiowa language elder mentorship sessions as part of the Kiowa language teacher professional development component of Kiowa Tribe programs such as the Kiowa Tribe Child Care Program under the quality activities in early care and education component
- Partner with educational agencies and community organizations identified as partners to ensure resources are leveraged to continue and maintain project activities after the end of the project period



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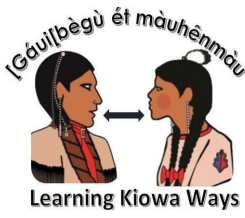


## Short-Term Objectives

- Pursue continuation grants from private foundations to ensure fiscal sustainability and pursue other sources of federal funding
- Maximize the leveraged resources of the Kiowa Tribe and its departments to continue to increase and improve upon the outcomes of the project
- Establish the infrastructure for the KLCRP to become embedded into the Kiowa Tribe programs and departments.

## Objective 1

<b>Objective 1:</b> Incorporate Kiowa language instructional sessions for children ages 0-17 years-old and adults ages 18 and older into the program activities of the Kiowa Tribe programs.	
<b>Strategy 1</b>	<b>Strategy 2</b>
<b>Tactics</b>	
Increase communication with Kiowa Tribe programs to build awareness of long-term goal	Develop collaborative agreements with Kiowa Tribe programs that are interested in partnering to provide Kiowa language instruction.
<b>Measurements</b>	
Number of meetings completed	Number of cooperative agreements completed
<b>Procedures</b>	
Schedule awareness activities	Schedule meetings with interested Kiowa Tribe programs
Identify staff and volunteers to develop and plan for awareness activities	Develop collaborative agreement documents in partnership with interested Kiowa Tribe programs
Conduct awareness activities to increase understanding of long-term goals for language revitalization	Schedule ongoing coordination meetings with interested Kiowa Tribe programs



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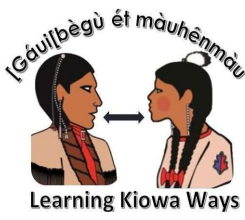


## Objective 2

<b>Objective 2:</b> Continue Kiowa language elder mentorship sessions as part of the Kiowa language teacher professional development component of Kiowa Tribe programs.	
<b>Strategy 1</b>	<b>Strategy 2</b>
<b>Tactics</b>	
Ensure that Kiowa Tribal department taking over the language revitalization has access to all documents related to operating Kiowa language elder mentorship sessions, teacher professional development, and the process for credentialing Teacher Candidates.	Apply for external funding opportunities to support continuation of Kiowa language elder mentorship sessions.
<b>Measurements</b>	
Number of documents developed and shared	Number of applications submitted
<b>Procedures</b>	
Compile all documents related to processes and protocols related to operating Kiowa language elder mentorship sessions, teacher professional development, and the process for credentialing Teacher Candidates.	Search for external funding opportunities and select the opportunities to apply for
Prepare files for incoming department	Request approval from Kiowa Tribe leadership and program leadership to apply for selected funding opportunities
Conduct an orientation for incoming department staff to explain all documents and processes	Complete and submit applications for external funding opportunities as approved
Complete volunteer handbook for reference by program staff	Track individual applications and results of application submission for future reference

## Objective 3

<b>Objective 3:</b> Partner with educational agencies and community organizations identified as partners to ensure resources are leveraged to continue and maintain project activities after the end of the project period.	
<b>Strategy 1</b>	<b>Strategy 2</b>
<b>Tactics</b>	
Partner with educational agencies (child care programs, Head Start programs, public school districts, private schools, colleges and	Partner with community organizations (i.e. Sam Noble Museum, Oklahoma Historical Society, etc.) to continue the work of



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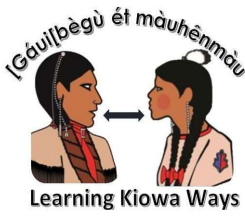
universities) to continue the work of ensuring a continuum of Kiowa language instruction is implemented in each Kiowa community.	ensuring a continuum of Kiowa language instruction is implemented in each Kiowa community.
<b>Measurements</b>	
Number of collaborative agreements completed with educational agencies	Number of collaborative agreements with community organizations
<b>Procedures</b>	
Ensure ongoing communication with educational partner agencies is in place once federal funding ends	Ensure ongoing communication with community partners is in place once federal funding ends
Document collaborative agreements	Document collaborative agreements
Complete volunteer handbook for educational partner agencies reference	Complete volunteer handbook for community partners reference

## Next Steps

- Ensure all current program staff receive a copy of the KLCRP Sustainability Strategic Plan
- Review KLCRP Sustainability Strategic Plan with staff, program administration, educational partner agencies, community partners and Kiowa Tribe leadership
- Ensure processes are in place to carry out sustainability strategic plan as designed

## Recommendations

- Continue to cultivate partnerships with educational partners and community partners to ensure longevity of Kiowa language revitalization efforts.
- Assign someone the task of compiling volunteer handbooks as indicated in plan.
- Ensure all current program staff, program volunteers, and program participants receive training in steps to implement sustainability strategic plan.
- Pursue continuation grants from private foundations to ensure fiscal sustainability and pursue other sources of federal funding.
- Maximize the leveraged resources of the Kiowa Tribe and its departments to continue to increase and improve upon the outcomes of the project.
- Establish the infrastructure for the KLCRP to become embedded into the Kiowa Tribe programs and departments.



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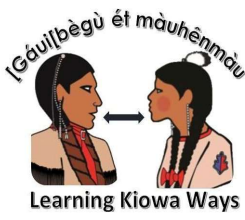


## Sustainability Objective Work Plan

### Objective 1

**Goal: To ensure Kiowa language revitalization activities continue in a coordinated manner**

<b>Objective 1:</b> Incorporate Kiowa language instructional sessions for children ages 0-17 years-old and adults ages 18 and older into the program activities of the Kiowa Tribe programs.			
<b>Results or Benefits Expected:</b> The number of meetings completed and the number of cooperative agreements completed will indicate the level of success for incorporating Kiowa language instructional sessions into Kiowa Tribe program activities from June 2022 onward.			
Activities	Person Responsible	Time Period	
		Begin	End
Schedule awareness activities for interested Kiowa Tribe programs	Program Director	January 2022	April 2022
Identify staff and volunteers to develop and plan for awareness activities	Program Coordinator	January 2022	April 2022
Conduct awareness activities to increase understanding of long-term goals for language revitalization	Program Coordinator	May 2022	June 2022
Schedule meetings with interested Kiowa Tribe programs	Program Director	January 2022	April 2022
Develop collaborative agreement documents in partnership with interested Kiowa Tribe programs	Program Director	April 2022	June 2022
Schedule ongoing coordination meetings with interested Kiowa Tribe programs	Program Coordinator	April 2022	June 2022



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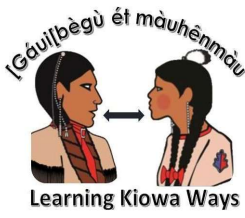


## Objective 2

**Goal: To ensure Kiowa language revitalization activities continue in a coordinated manner**

<b>Objective 2:</b> Continue Kiowa language elder mentorship sessions as part of the Kiowa language teacher professional development component of Kiowa Tribe programs.			
<b>Results or Benefits Expected:</b> The number of documents developed and shared as well as the number of external funding opportunity applications submitted will indicate the level of success for the continuation of Kiowa language elder mentorship sessions as part of the Kiowa language teacher professional development component of Kiowa Tribe programs. from June 2022 onward.			
Activities	Person Responsible	Time Period	
		Begin	End
Compile all documents related to processes and protocols related to operating Kiowa language elder mentorship sessions, teacher professional development, and the process for credentialing Teacher Candidates.	Program Coordinator	January 2022	June 2022
Prepare files for incoming department	Program Coordinator and program staff	January 2022	June 2022
Conduct an orientation for incoming department staff to explain all documents and processes	Program Director and Program Coordinator	April 2022	June 2022
Complete volunteer handbook for reference by program staff	Program Coordinator	January 2022	April 2022
Search for external funding opportunities and select the opportunities to apply for	Program Director	January 2022	June 2022
Request approval from Kiowa Tribe leadership and program leadership to apply for selected funding opportunities	Program Director	January 2022	June 2022
Complete and submit applications for external funding opportunities as approved	Program Director	January 2022	June 2022
Track individual applications and results of application submission for future reference	Program Director	January 2022	June 2022





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**Objective 3**

**Goal: To ensure Kiowa language revitalization activities continue in a coordinated manner**

<b>Objective 3:</b> Partner with educational agencies and community organizations identified as partners to ensure resources are leveraged to continue and maintain project activities after the end of the project period.			
<b>Results or Benefits Expected:</b> The number of collaborative agreements completed with educational agencies and with community organizations will indicate the level of success for partnering with educational agencies and community organizations identified as partners to ensure resources are leveraged to continue and maintain project activities from June 2022 onward.			
Activities	Person Responsible	Time Period	
		Begin	End
Ensure ongoing communication with educational partner agencies is in place once federal funding ends	Program Director	January 2022	June 2022
Document collaborative agreements with educational partner agencies	Program Director	January 2022	June 2022
Complete volunteer handbook for educational partner agencies reference	Program Coordinator	January 2022	June 2022
Ensure ongoing communication with community partners is in place once federal funding ends	Program Director	January 2022	June 2022
Document collaborative agreements with community partners	Program Director	January 2022	June 2022
Complete volunteer handbook for community partners reference	Program Coordinator	January 2022	June 2022