

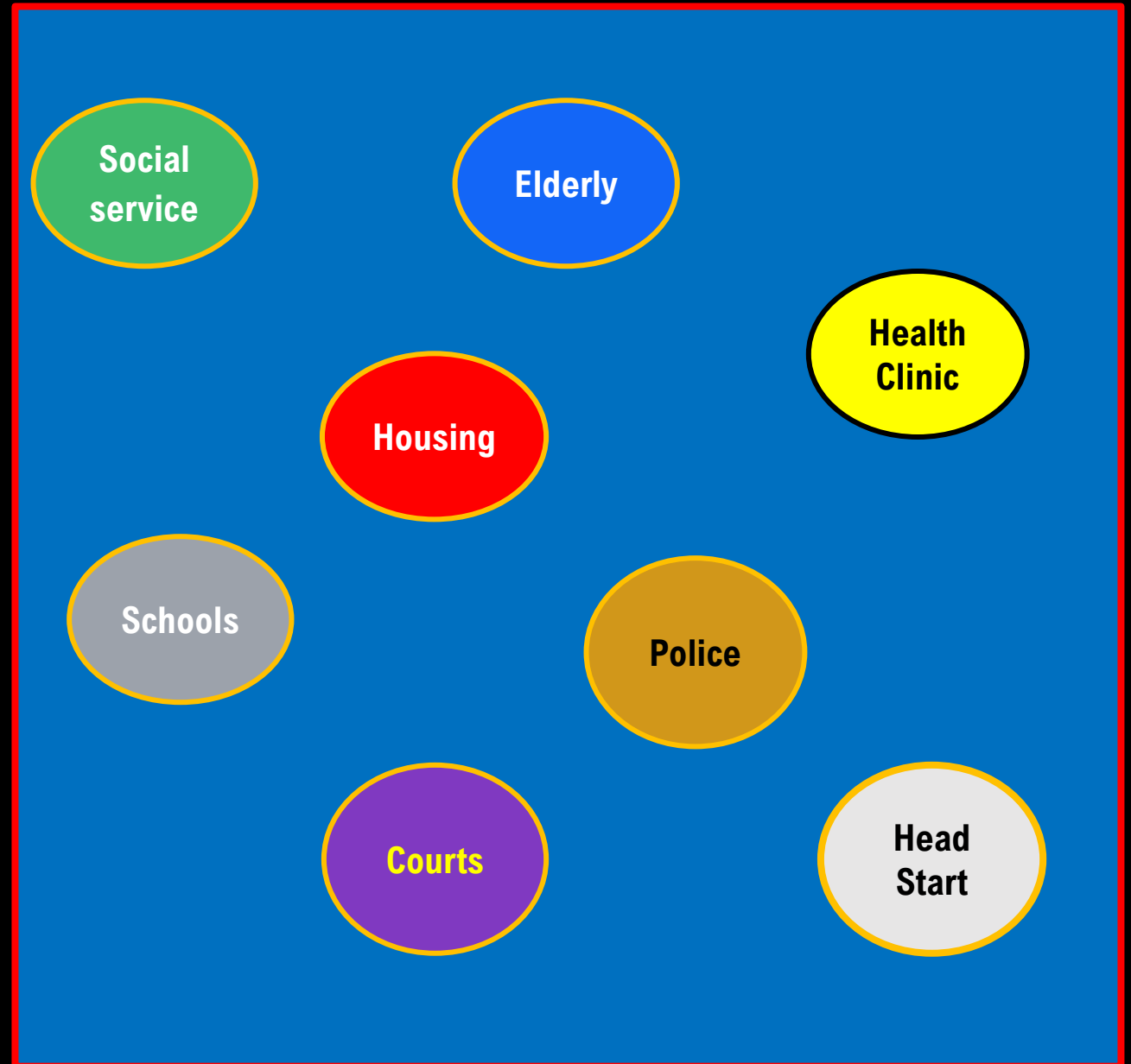
LONG TERM SERVICES AND SUPPORT (LTSS) in INDIAN COUNTRY: WHERE DO WE BEGIN?

- ❑ One can start by looking at the service delivery system in the Tribe and see who and how services are being delivered.

➤ **Are the services providers separate departments delivering services to a specific target population?**

➤ **Is there coordination among and between these departments to plan, develop and provide services to the elderly and the disabled population?**

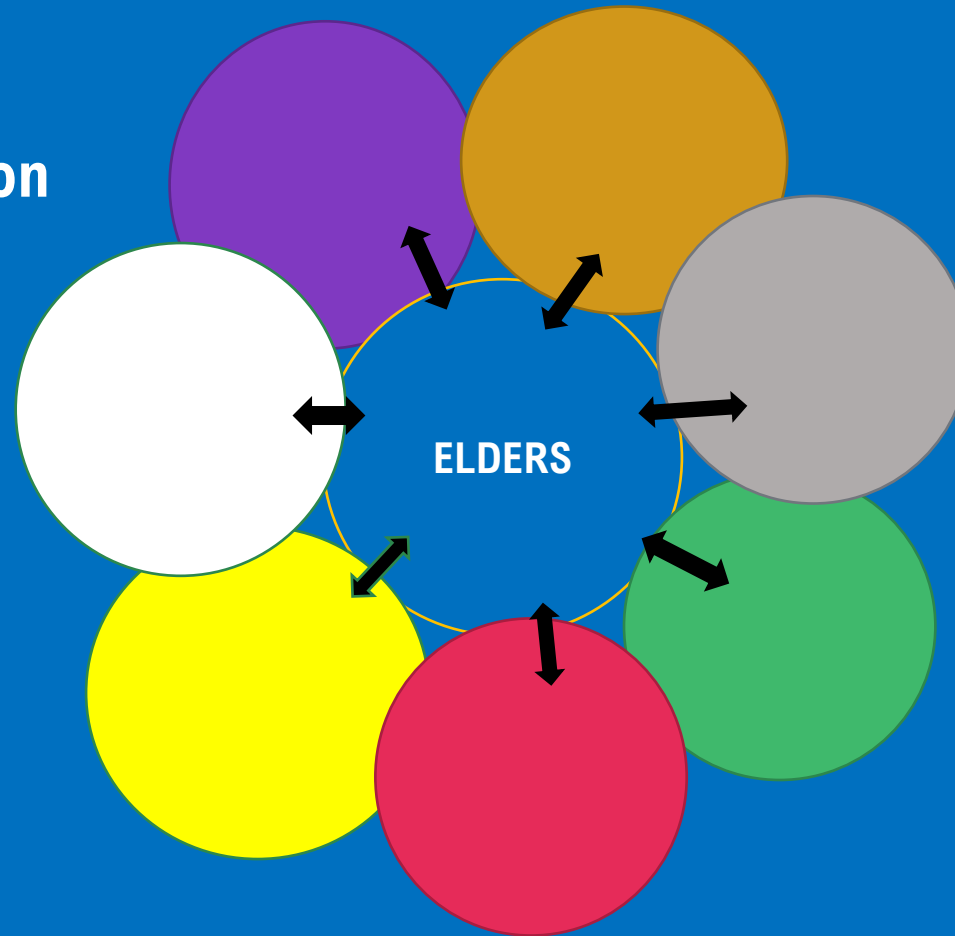
➤ **Are the providers like separate and independent departments like the picture (also called “silos”)?**



WHAT IF all these circles intersected with one another to provide services to the elders as shown below?

Coordination, collaboration and integration of services to Elders. Potential Benefits?

- Sharing resources
- Communication
- Case Management Function
- Increased Funds
- Cross Training
- Information Sharing
- Increased Staffing



If this is something you'd like to establish in your community for your elders, where do you begin?

- First, you might start by bringing together some program people and community members to find out what they think of the idea.
- Like Who? Health clinic, social services, housing, CHRs, behavioral health, police, court, senior center, veteran services, Head Start, School, Human Resources, Finance, a tribal council member, and an elder.



REMEMBER: LTSS is not an unknown; Tribes have been and are already doing parts of LTSS for a long time – just that they didn't know it as LTSS.

- ❑ It's like coffee, they come in different forms and settings, but it's still coffee!
- ❑ Tribes and program providers at the tribal level provide services: Guardianship, Home-delivered meals, transportation, CHR, Home Visitation services, social services, legal services, health care, intergenerational programs, language programs, cultural preservation programs, law enforcement, Housing, Senior centers, Youth programs, case management, employment and many more. These services are potentially elements of a tribal LTSS.
- ❑ The difference is they are not coordinated and integrated in a way that services are provided to a targeted population, i.e. the elderly. The principle upon which these services is to ensure that the elders remain in their homes for as long as possible and delaying institutionalization.



GETTING BUY-IN AND SUPPORT

At the first meeting, once you find out the level of interest of the attendees, one of the beginning activities could be a community survey to determine how ready the community is in getting from idea to implementation. This is called “community readiness.”



SOME BASIC AND PRELIMINARY STEPS TO ESTABLISHING AN LTSS ON THE ADMINISTRATIVE SIDE

HUMAN RESOURCES

- **JOB DESCRIPTIONS (JD).** Due to new responsibilities & qualification requirements, these will have to be modified to include new responsibilities.
- **FOR EXAMPLE:** Youth program staff job description will need to be changed to include working with elders in developing intergenerational programs
- **TRAINING:** Some tribal HR Departments provide training to new employees and they could set up training programs using both internal or external resources regarding these responsibilities
- **JOB DESCRIPTION MODIFICATIONS:** In some instances changes in the JD can be done by adding “other duties as assigned.” Just make sure they generally fit the original JD, e.g. don’t have a secretary now tasked with doing home checks! Legally, this becomes “iffy.”

FINANCE DEPARTMENT

- **SALARIES:** Staff whose JDs have been changed and will be receiving funding from different sources will need be reprogrammed on a cost allocation basis
- **EXAMPLE:** Salaries of Public Works staff who are now responsible for “welfare checks” could be allocate at 80% Housing, 15% Social Services and 5% Medicaid (if service is reimbursable).
- **QUALIFICATIONS:** If requirements for a service requires specialized training and knowledge; positions will need to be upgraded and salaries adjusted according to the prevailing wage market

After the survey, you find that the community and tribal program staff are ready to move ahead, **WHAT NEXT?**

POLITICAL ACTIONS

**RESOLUTION
To
TRIBAL COUNCIL**
Supporting the
creation of an Elders
Coordinating Council
(EEC)& the MOU
between programs

PROGRAM ACTIONS

**Memorandum of Understanding
(MOUs) between programs**



Assuming approval from Tribal Council, there are at least two routes to establishing an organizational Medicaid billing mechanism. HOW?

FIND A TRIBAL ORGANIZATION WHO IS ALREADY BILLING MEDICAID

- In most tribes, the tribal health clinic already has an existing billing relationship with Medicaid.
- Work with the clinic to see if they will bill Medicaid LTSS on your behalf.
- If agreeable, work out how funding reimbursements would be captured and passed on to the service provider.

IF THE ELDERLY PROGRAM WANTS TO BILL DIRECTLY, IT WILL NEED TO DO THE FOLLOWING

- Contact the State Medicaid to find out HOW to get a Medicaid Provider Number
- Identify the LTSS services you want to provide and find what the service requirements are (staff qualifications, organizational requirements, etc).
- NOTE: This route could take time and add to the delay in services



NOW YOU HAVE A BILLING ORGANIZATION: WHAT NOW? HERE ARE SOME POSSIBLE STEPS

- **Regroup with the EEC to determine who will deliver the services that meet criteria**
- **Identify who will assume the case management function**
- **Identify and develop data collection forms**
- **Establish meeting dates to discuss cases and services needed by the clients, preferably on a weekly basis**
- **Identify other needed services , but not delivered due to not meeting criteria and develop plans to meet criteria (e.g. additional staff training, increase qualifications, etc.)**

SUMMARY AND OVERVIEW

****Remember:***

- This presentation is a general overview on HOW and WHAT is involved in creating a Tribal LTSS
- The LTSS will not be perfect the first time; it will change again and again. It's like learning how to make frybread...
- Tribes are different in terms of culture, history and traditions and this process can be reconfigured to meet the uniqueness of the tribe

