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BUREAU OF INDIAN EDUCATION REORGANIZATION

Inspiring the Next Generation

Bureau of Indian Education's Proposed Revisions

Dr. Charles Monty Roessel, Director

October 9, 2015

Webinar Part II



Presentation Overview

- The BIE will provide an update on the reorganization and respond to questions from the field regarding the following:
 - ADD Realignment
 - School Type Distribution Across Tribes
 - Cost of Reorganization
 - Upcoming Technical Assistance Program Timelines

QUESTION:

How many tribes actually have both school types, bureau operated and tribally controlled schools? How will ADDs work with tribes with both types?

School Type Distribution Across Tribes

Distribution of School Types Across Tribes	# of Tribes
Tribes with Tribally Controlled Schools Only	49
Tribes with Bureau Operated Schools Only	10
Tribes with Both School Types	5
Total:	64

Across the BIE School Systems, 183 schools are distributed across 64 tribes and off reservation boarding schools. Out of this group, 76.5% of the tribes have only tribally controlled schools and 7.8% have both types.

49 Tribes with Tribally Controlled Schools Only

Tribes	# of Schools	Tribes	# of Schools
Mississippi Choctaw	8	Menominee Indian Tribe	1
Hopi Tribe	7	Mescalero Apache	1
Gila River Indian Community	3	Miccosukee	1
Standing Rock	3	Mille Lacs Band of Ojibwe	1
Three Affiliated Tribes	3	Muckleshoot Indian Tribe	1
Crow Creek Sioux	2	Northern Cheyenne Nation	1
Eastern Band of Cherokee	2	Oneida Nation	1
Lummi Nation	2	Penobscot Tribe of Maine	1
Passamaquoddy Tribe	2	Pueblo of Isleta	1
Pueblo of Laguna	2	Pueblo of Ohkay Owingel	1
Rosebud Sioux Tribe	2	Pueblo of Tesuque	1
Sisseton Wahpeton Oyate	2	Puyallup Tribe of Indians	1
Chitimacha Tribe	1	Pyramid Lake Band of Paiute Indians	1
Coeur d'Alene	1	Quileute Nation	1
Confederated Tribes of the Colville	1	Sac & Fox of Iowa	1
Duckwater Shoshone Tribe	1	Salt River Pima Maricopa	1
Eastern Shoshone and Northern Arapahoe	1	Sault Ste. Marie Tribe	1
Flat Head Indian Reservation	1	Seminole	1
Fond du Luc Band	1	Shoshone Bannock Tribes	1
Hannahville Indian Tribe	1	Soboba Band of Luiseno Indians	1
Jicarilla Apache	1	Spirit Lake Tribe	1
Kickapoo Tribe of Kansas	1	White Earth Ojibwe Tribe	1
Lac Courte Oreilles Band	1	Yakama Nation	1
Leech Lake Band of Ojibwe	1	Yankton Sioux Tribe	1
Lower Brule Sioux Tribe	1	Total	75

10 Tribes with Bureau Operated Schools Only	
Tribes:	# of Schools
Pueblo of Acoma	1
Pueblo of Jemez	1
Pueblo of San Felipe	1
Pueblo of San Ildefonso	1
Pueblo of Santa Clara	1
Pueblo of Taos	1
Pueblo of Zia	1
Blackfeet Nation	1
Havasupai	1
Tohono O'odham	4
Total	13

5 Tribes with Both School Types		
Tribes	# of BIE Operated Schools	# of Tribally Controlled Schools
Cheyenne River	1	2
Oglala Sioux	1	6
Turtle Mountain	4	1
White Mountain Apache	1	2
Navajo Nation	32	34
Total	39	45

Working Across School Systems

- Need to address by specifics only 5 tribes with two types of schools. Driven by tribes approach to schools and BIE
- Collaboration
 - ADD's will engage with tribes as a team. With only 4 its workable (Navajo has 1 ADD)
- Defined roles and expected outcomes are different
 - Coordination of services for schools and tribes by Tribally Operated
 - Turtle Mountain – Collaborate with TO school.
 - Direct oversight of Bureau Operated schools
 - Cheyenne Eagle Butte and Pine Ridge have an Administrator nearby

QUESTION:

Describe the role of the ADDs and why they were realigned.

PROPOSED ASSOCIATE DEPUTY DIRECTOR (ADD) REALIGNMENT

- Will realign the direct school services to match the management needs of the schools.
- Will be aligned according to the types of schools serviced – tribally controlled or bureau operated – rather than solely on a geographical basis.
 - The majority of BIE schools, 70 percent, are operated by tribal nations or locally controlled school boards
- The BIE organizational structure has never evolved to meet this reality. The proposal reorganizes the field structure around the different types of services required by tribally controlled schools and bureau operated schools to do a better job of meeting the needs of the two differing school structures.
- With the current structure, the ELOs must meet the needs of all schools in their area, regardless of whether or not they are bureau operated or tribally controlled. The management structure of the schools makes a big difference in the types of services required from BIE staff.

Proposed ADD Comparison

Associate Deputy Director Bureau Operated Schools

- Main office located in Albuquerque, New Mexico
- Will oversee 23 schools
- Projected to work with 17 tribes in 8 States
- 1 Education Resource Center – or ERC – will be designated per every 7 schools – for a total of 3 ERCs under this division
- 1 full time employee per school
- 3 school solutions teams will be housed under each ERC

Associate Deputy Director Tribally Controlled Schools

- Main office located in Minneapolis, Minnesota
- Will oversee 95 schools
- Projected to work with 53 tribes in 21 States
- 1 Education Resource Center – or ERC – will be designated per every 13 schools – for a total of 7 ERCs under this division
- 1 full time employee per school
- 1 school solutions team working with cluster of schools
- 7 school solutions team will be housed under each ERC

Proposed ADD Comparison

Associate Deputy Director Navajo Schools

- Main office located in Window Rock, Arizona
- Will oversee 65 schools (there are 66 schools on or near the Navajo reservation – but one school has opted to fall under ADD Tribally Controlled)
- Will work with only the Navajo Nation
- 1 Education Resource Center – or ERC – will be designated per every 13 schools – for a total of 5 ERCs under this division
- 1 full time employee per 3 schools
- 3 school solutions teams will be housed under each ERC

QUESTION:

What is the cost of reorganization?

Where does 21st Century Funding fall within the reorganization?

Cost of Reorganization

- When designing the proposal, the BIE ensured that the reorganization would have no impact on core school budgets primarily funded by Department of the Interior (DOI) Indian School Equalization Programs (ISEP) and Department of Education (ED) programs. Rather, the reorganization would be paid for using existing funding currently used for administrative purposes (Education Program Management) and school support (Education Enhancements).

Cost of Reorganization

Proposed Management Level Changes to FY 2015 Enacted

(Does not include school level staffing or funding unless noted)

	FY 2015 Enacted		FY 2015 Proposed	
	Funding	FTE	Funding	FTE
Department of the Interior Bureau of Indian Education				
Education Management	14,186	102	14,186	105
Education Program Enhancements	12,119	22 ¹	12,119	43
Education IT (NASIS)	6,278	5	6,278	8
Early Child & Family Development	15,520	1	15,520	1
DOI Subtotal, BIE Organization	48,103	130	48,103	157
Department of Education				
Special Education, School Improvement Grants, and Title Programs	9,697	39	9,697	39
ED Subtotal, BIE Organization	9,697	39	9,697	39
Total BIE Organization	57,800	169	57,800	196

Note: ¹These 22 positions are currently supported by Education Program Enhancements funding at the school level. Of the total available for Education Program Enhancements, \$4,537,000 is proposed to support FTE in FY 2015.

Bureau of Indian Education
(Dollars in thousands)

Subactivity Program Element	2014 Enacted	2015 Enacted	FY 2016				Changes from 2015
			Internal Transfers	Fixed Costs	Program Changes	Budget Request	
Elementary and Secondary (forward funded)	518,318	536,897		5,680	22,940	565,517	28,620
ISEP Formula Funds	384,404	386,565		5,272		391,837	5,272
ISEP Program Adjustments	5,324	5,353		48		5,401	48
Education Program Enhancements	12,090	12,119		63	10,000	22,182	10,063
Tribal Education Departments (TEDs)		2,000				2,000	
Student Transportation	52,796	52,945		197		53,142	197
Early Child and Family Development	15,451	15,520		100		15,620	100
Tribal Grant Support Costs	48,253	62,395			12,940	75,335	12,940
<i>FTE</i>	<i>1,829</i>	<i>1,829</i>				<i>1,829</i>	
Elementary/Secondary Programs	118,402	119,195	-2	568	22,600	142,361	23,166
Facilities Operations	55,668	55,865		233	10,000	66,098	10,233
Facilities Maintenance	48,396	48,591		296	10,000	58,887	10,296
Johnson-O'Malley Assistance Grants (TPA)	14,338	14,739	-2	39	2,600	17,376	2,637
<i>FTE</i>	<i>385</i>	<i>387</i>				<i>387</i>	
Post Secondary Programs (forward funded)	69,793	69,793				69,793	
Tribal Colleges and Universities (forward funded)	69,793	69,793				69,793	
<i>FTE</i>							
Post Secondary Programs	61,887	64,182	15	405	4,810	69,412	5,230
Haskell and SIPI	19,611	19,767		223		19,990	223
Tribal Colleges and Universities Supplements (TPA)	1,219	1,219				1,219	
Tribal Technical Colleges	6,465	6,814		97		6,911	97
Scholarships and Adult Education (TPA)	31,350	31,190	15	85	4,560	35,850	4,660
Special Higher Education							
Scholarships	2,492	2,742			250	2,992	250
Science Post Graduate Scholarship Fund	750	2,450				2,450	
<i>FTE</i>	<i>167</i>	<i>168</i>				<i>168</i>	
Education Management	20,354	20,464		137	36,780	57,381	36,917
Education Program Management	14,080	14,186		132	2,550	16,868	2,682
Education IT	6,274	6,278		5	34,230	40,513	34,235
<i>FTE</i>	<i>101</i>	<i>102</i>			<i>2</i>	<i>104</i>	<i>2</i>
Total Requirements	788,754	810,531	13	6,790	87,130	904,464	93,933
<i>FTE</i>	<i>2,482</i>	<i>2,486</i>			<i>2</i>	<i>2,488</i>	<i>2</i>

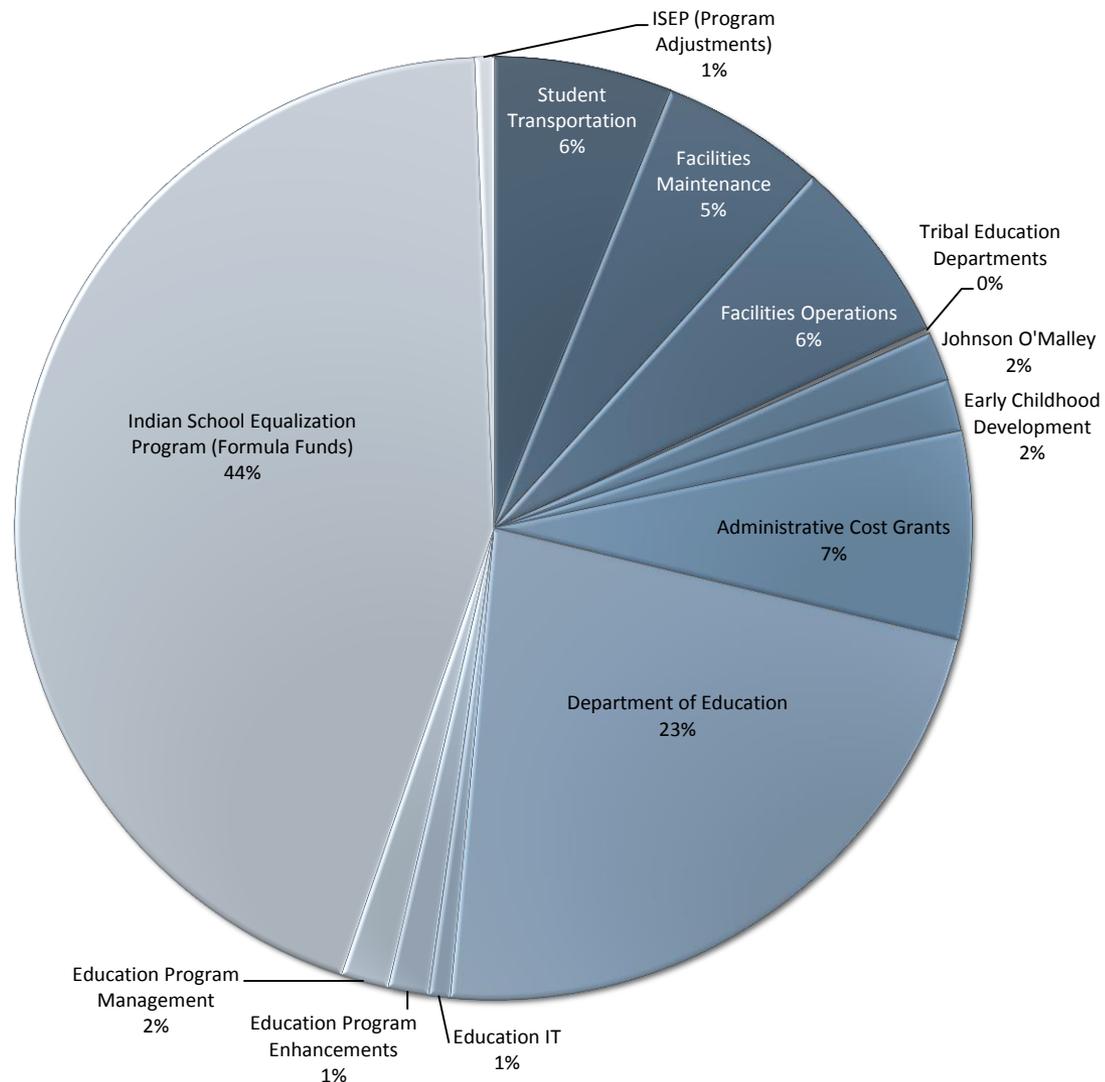
Bureau of Indian Education Budget Overview

- Covers Early Childhood, K-12 funding, Post-Secondary, Program Management, IT, Scholarships, Facilities, Transportation, and recently, Tribal Education Departments
- Two types of funding: Forward Funding and Current Fiscal Year Funding

Chart 1: Federal Funds to Operate and Manage K-12 BIE-Funded Schools, FY 2015

BIE Staffing Fund Sources

Chart 1 shows the funding BIE receives for a vast number of projects and Administrative cost for staffing and administrative overhead is covered by Education Program Management, 2% of the BIE's total budget. In addition, funding under the reorganization will come from a portion of the Education Program Enhancement funds, Education IT, and ED Administrative Costs.



EDUCATION PROGRAM MANAGEMENT FUNDS

- EPM Funds are used by the Bureau of Indian Education to cover salaries, travel, and administrative overhead for expenses related to running its school systems.
- In FY 2015, the enacted funding was \$14,186 million supporting 90 Current FTE and other administrative requirements.
- Under the reorganization, funding from other administrative costs will shift to support a total of 105 FTE. The BIE has used these funds to determine the number of staffing identified under the BIE's reorganization.
- This change in staffing largely reflects planned recruitment to fill current vacancies.

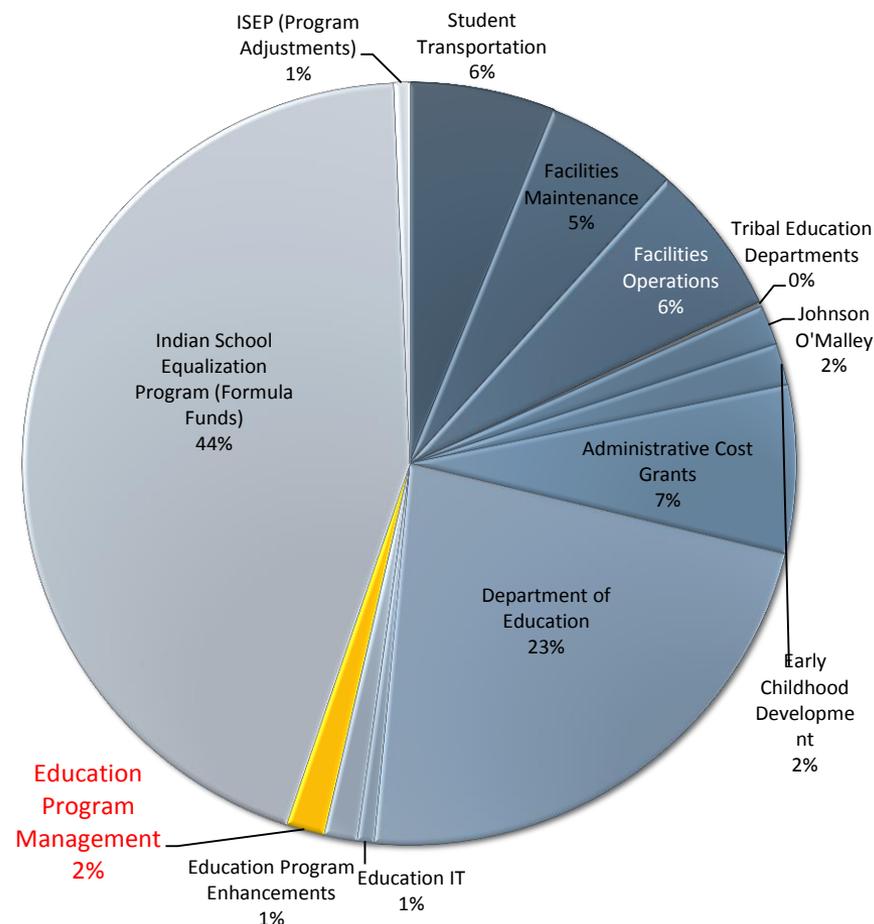


Chart 1: Federal Funds to Operate and Manage K-12 BIE-Funded Schools, FY 2015

EDUCATION IT FUNDS

- The Education IT funds provide funding to cover staff to work on the Native American Student Information System (NASIS).
- In FY 2015, the enacted funding was \$6,278 million supporting 5 Current FTE to provide services to these programs.
- The BIE proposes to move away from a reliance on contractors for essential parts of this function and shift funding from contracted services to support 3 additional FTE.

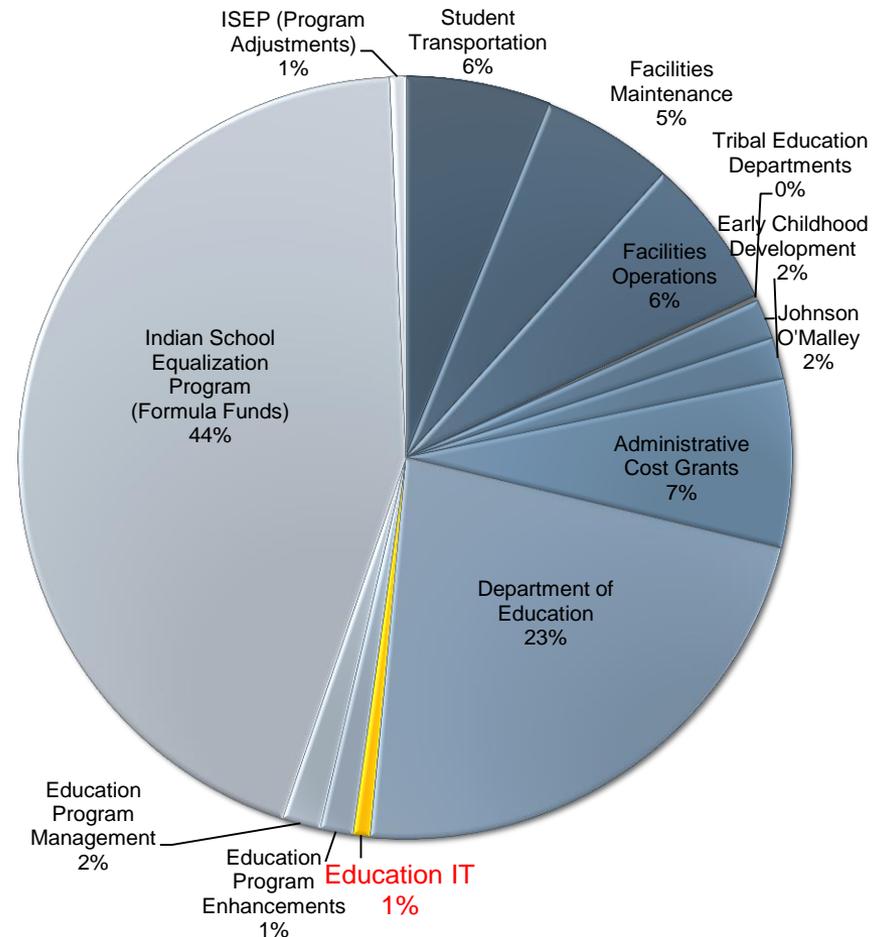


Chart 1: Federal Funds to Operate and Manage K-12 BIE-Funded Schools, FY 2015

EDUCATION PROGRAM ENHANCEMENT FUNDS

- Enhancement Funds allow the BIE to target schools struggling to achieve AYP.
- These funds are particularly vital for schools in restructuring status, due to repeated failure to make AYP, as they provide assistance focused to address these schools' unique needs and specific gaps.
- There are currently 23 FTE providing this direct assistance in the field through the Enhancements program. The BIE proposes to reallocate funds within the Enhancements program currently supporting contracted assistance to support 20 additional federal positions to provide assistance as staff in the Education Resource Centers.
- The increase reflects a change in the delivery of school improvement services. In FY 2015, the enacted funding for the total Enhancements program was \$12,119 million. These specialists will provide technical expertise to a suite of schools.

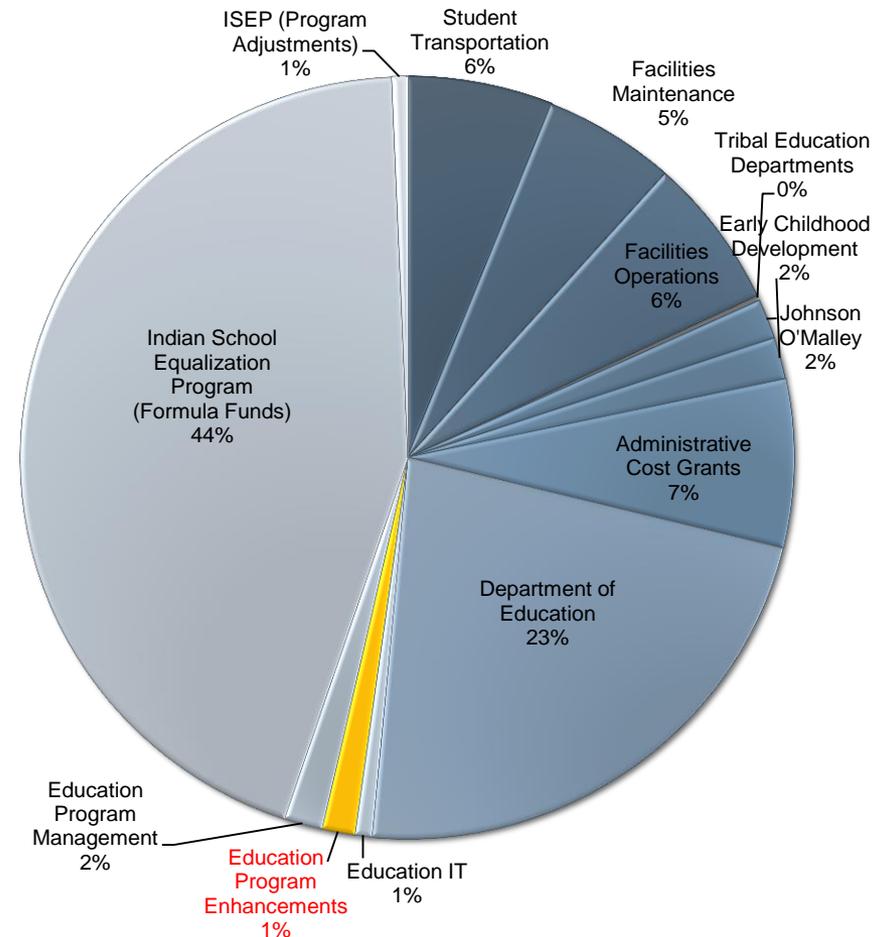


Chart 1: Federal Funds to Operate and Manage K-12 BIE-Funded Schools, FY 2015

DEPARTMENT OF EDUCATION (ED) FUNDS

- Twenty-three percent of the BIE's funding comes from the Department of Education for its BIE schools through a variety of programs under the Elementary and Secondary Education Act (ESEA) and the Individuals with Disabilities Education Act (IDEA) reflected in Table 1.
- A portion of these funds currently support staffing to support the compliance and monitoring of these programs. At this time, no changes to staffing levels are proposed.
- The reorganization will relocate 24 positions from the Albuquerque Regional Office to the field ERCS to provide direct assistance to the schools.
- The remaining 15 positions will be duty stationed in Washington, DC to better support inter-agency coordination.

Department of Education (ED) Funds Received:	
Type	FY 2015 Enacted Amount
Title I Part A Education for the Disadvantaged	\$93,285,680
Individuals with Disabilities Education Act	\$75,043,972
School Improvement Title II – Part A	\$11,695,038
Title IV – Part B 21 st Century	\$8,054,658
Title I – School Improvement Grants	\$3,152,077
Title VII – Indian Education Act	\$2,562,619
Title VI – Part A – Subpart 1	\$1,845,257
Striving Readers Comprehensive	\$790,000
McKinney-Vento Homeless	\$650,420
Title VI – Part B Rural Education	\$424,600
Safe and Drug Free Schools	\$218,515

Table 2: ED Funds to Operate and Manage K-12 BIE-Funded Schools, FY 2015

QUESTION:

What type of new technical assistance will be provided to the field through the realignment?

Results Driven Technical Assistance

Goals were developed around a needs assessment of tribes and schools.

In 2015-2016, BIE will support tribes and schools to develop their capacity by focusing on these TA priorities:

- **Effective Instruction:** Developing a deeper understanding of excellent teaching and improvement of student learning for all tribal nation students look like with the introduction of the Common Core State Standards.
- **School Boards:** Developing a shared student centered vision and language between schools, school boards and tribal leaders.
- **Financial Systems:** making academically-focused, fiscally responsible budgets and financial systems.
- **Supporting Innovative Tribal Accountability Systems:** Supporting interested tribes to develop alternative AYP workbooks and capacity to support culturally and linguistically relevant instructional programs.

TA Priority 1: Effective Instruction

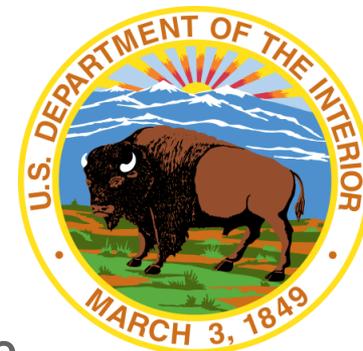
Goal 1: Schools must have specific evidence based instructional development plans led by principal.

	Status	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	Ownership
1 Create Fall Performance Profile of Schools												ADDs
2 Begin interaction with school leaders												ADDs
3 In schools supporting and improvement of instructional improvement plan and working on common language.												ADDs

Goal 2: School will develop and implement specific curriculum strategies that address the needs of diverse learners, Native language, cultural and tribal needs.

1 The school provide professional development for how to integrate Native American language into curriculum.					15							ADDs
2 Schools will develop and implement specific curriculum strategies that address the needs of diverse learners, including native language.						18						ADDs
3 Walk thru pieces (20 effective practices for monitoring report) and diverse learners.							1	7	1			ADDs

For more information:



- Bureau of Indian Reorganization

Link: <http://www.bie.edu/BFRI/index.htm>

- Tribal Consultations on the Proposed BIE Reorganization

Link: <http://www.bie.edu/consultation/index.htm>

- Bureau of Indian Education Funding

Link:

https://www.doi.gov/sites/doi.gov/files/migrated/budget/appropriations/2015/upload/FY2015_IA_Greenbook.pdf

Contact us at charles.roessel@bie.edu

Phone: (202) 208-6123

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Upcoming Events:



USA Staffing Webinar by BIE's Human Resources

Tuesday, October 20th from 1 to 2 pm (EDT)

Thursday, October 27th from 5:30 to 6:30 p.m. (EDT)

Link: www.bie.edu



Bureau of Indian Education Reorganization

National Congress of American Indians Webinar

Tuesday, October 13th from 1 to 2:30 p.m. (EDT)

Link: <http://www.ncai.org/policy-research-center/events/webinars>

Upcoming Events:



BIE Reorganization Presentation

National Indian Education Association
Thursday, Oct 15th from 12:30 - 1:45pm
Room B 112

Bureau of Indian Education Townhall

Wednesday, Oct 14th to Thursday, Oct 15th
1 p.m. to 4 p.m.
VIP Room
Oregon Convention Center
Portland, Oregon