BIE Strategic Direction

Director
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In February 2017, the GAO released its High Risk Report (GAO-17-317 High Risk Series) designating BIE as a high risk agency due to inadequately addressing recommendations.

In three separate reports dating back to 2013, the GAO provided thirteen recommendations to improve Indian Affairs' management of BIE schools.

In May 2017, the GAO issued three additional reports with ten new recommendations.

BIE has now closed nine of the 13 outstanding recommendations, most recently finalizing the Strategic Direction.
Key Topics: Strategic Direction

- **GAO Report 13-774**, Indian Affairs: Better Management and Accountability Needed to Improve Indian Education:
  - High leadership turnover
  - Lack of an organizational strategic plan
    - “Develop a strategic plan that includes detailed goals and strategies for BIE...[d]evelopment of the strategic plan should incorporate feedback from BIE officials and other key stakeholders.”
  - BIE finalized its Strategic Direction in August 2018 in preparation for the school year.
  - The plan can be found at [www.bie.edu](http://www.bie.edu).
BIE employees carry out the mission to achieve the vision through guiding organizational principles underpinning how the work of the BIE is successfully accomplished.

* **Excellence:** The BIE achieves success through continuous self-assessment and improvement.
* **Focus:** The BIE is student-centered, committed to addressing the holistic needs of students.
* **Integrity:** The BIE maintains high standards of character and professionalism as the foundation upon which the agency is built.
* **Respect:** The BIE fosters communities of support through mutual regard and collaboration.
* **Service:** The BIE supports students through proactive and responsive teamwork with schools, Tribes, and communities.
GOALS

* All students will enter kindergarten academically, socially, and emotionally prepared to succeed in school.
* All students will develop the knowledge, skills, and behaviors necessary for physical, mental, and emotional wellbeing in a positive, safe, and culturally relevant learning environment.
* All students will develop the knowledge, skills, and behaviors necessary to progress successfully through school and be prepared for postsecondary education and/or career opportunities.
* All students will graduate high school ready to think globally and succeed in postsecondary study and careers.
* All students will develop the knowledge, skills, and behaviors needed to lead their sovereign nations to a thriving future through self-determination.
* All students will benefit from an education system that is effective, efficient, transparent, and accountable.
Key Topics: Negotiated Rule Making

* **September 14, 2017**: Rulemaking Committee Nominations
* **April 17, 2018**: Rulemaking Committee Establishment: Proposed Membership
* **August 2, 2018**: Rulemaking Committee Notice of Establishment and Schedule of Committee Meetings
* **September 25, 2018**: First meeting held in Billings, MT
* **October 30, 2018**: Second meeting scheduled in Albuquerque, NM
* **December 4, 2018**: Third meeting scheduled in Arlington, VA

* For more information or written comments, please email BIEComments@bia.gov.
Accomplishments

- Completed construction of the Bug-O-Nay-Ge-Shig school serving the Leech Lake reservation with other schools being constructed from the facilities index.
- Supported Pueblo of Acoma to assume control of their Bureau-operated school; now operating as Haak'u Community Academy.
- Hired two senior leadership positions – Associate Deputy Director Bureau-operated Schools and Deputy Bureau Director – to improve capacity in supporting the field.
- Employed talent recruiters to assist schools in their local hiring.
- Recognized state teacher certifications to help our schools compete with local public schools in recruitment.
- Created a data governance board to coordinate and improve data gathering and dissemination as well as data-informed decision making.
Accomplishments

- Addressed nine of 13 outstanding Government Accountability Office recommendations to address the high-risk designation – on track to close additional recommendations by year end.
- Completed 100 percent of school safety inspections for the third consecutive year and working to improve the quality of inspections.
- Published the Strategic Direction and created a performance management system for monitoring work and increasing accountability.
- Held regional training series on improving performance appraisal metrics, providing professional development for school-level staff, and sharing best practices for improving technical assistance to Tribes and schools.
- Partnering with Indian Affairs to create more autonomy for the BIE through acquisitions and procurement and school safety support.