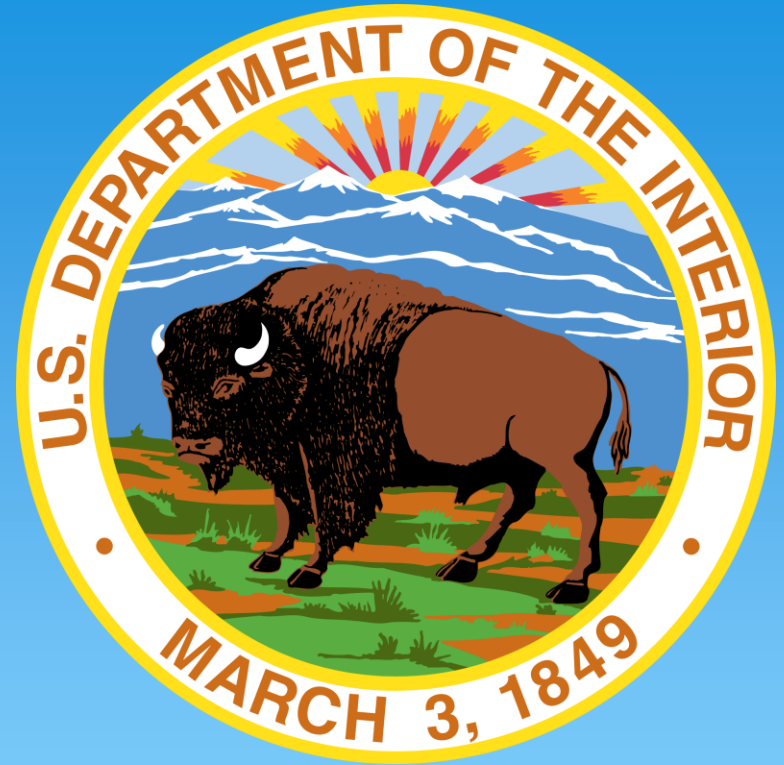


BIE Strategic Direction

Director
Tony Dearman



Key Topics: GAO High Risk

- * 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.

Key Topics: Strategic Direction

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.

Key Topics: Strategic Direction

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 BIComments@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.