

Bureau of Indian Education: Strategic Direction

Planning for 2021-2023 – Proposed Changes to Current Strategic Plan

Introduction

Throughout 2017, BIE staff from all levels of the agency worked to prepare a Draft Strategic Plan Proposal designed to address the needs of BIE students and improve the Bureau’s support and delivery of services to all BIE-funded schools. Since July of 2018, the Strategic Direction (“the Direction”) has been used as a tool to transform BIE into a service-minded institution that provides a high-quality education to our students. The Direction provides a framework for improving student achievement; maximizing resources; providing targeted technical assistance to bureau operated and Tribally controlled schools; and establishing a means for supporting educators and staff while also improving oversight and accountability through performance management.

Implementation of the Direction was just the beginning, and as BIE anticipated, barriers and issues developed along the way. In an effort not only to assess our progress, but also to address obstacles encountered over the past three years, the BIE is once again initiating Tribal listening sessions to engage and work collaboratively with Tribes, school boards, and other BIE stakeholders and obtain input and contributions on proposed shifts to the Strategic Direction as it was written in 2018.

Upon conclusion of the 2021 listening sessions, the BIE will engage in a substantive review and analysis of all submitted feedback and make necessary edits and changes to result in a stronger, more adaptive five year strategic plan.

Definition of Terms

Strategic Performance Management: A process that folds strategic planning and performance management into one, seamless system, combining systematic focus with opportunities to challenge routines and discover more productive avenues to success.

Goals: An ambitious, usually aspirational, outcome of the BIE’s pursuit of its mission. Goals represent the ultimate, desired state of educating all students and may not be restricted by time.

Strategies: Strategies take 2 to 5 years to accomplish and lead to accomplishing one or more parts of the goal.

Milestones: Milestones are what needs to be accomplished in one to two years. They are rigorous and relevant, yet realistic and reachable and will lead to accomplishing one or more parts of the strategy.

Goal 2: 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.

| 2019-2021 | Proposed | Why |
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| Strategy: 2.1 - When the BIE develops programs and supports for student wellness, then schools will provide proactive programs and | Strategy: 2.1 - When the BIE develops a comprehensive wellness framework inclusive of the physical, mental, emotional, and social needs of all students, | <i>The Goal 2 Team is proposing to combine the Wellness, Behavioral Health, & Student Health Strategies into one comprehensive Wellness</i> |

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| <p>interventions that foster an encouraging and supportive environment, and 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.</p> | <p>then schools will be equipped with the necessary tools and resources necessary for providing proactive programs and culturally-responsive supports that foster a safe and supportive environment, whether students are learning virtually or in-person.</p> | <p><i>Strategy that also incorporates COVID-19 supports. This is being proposed in order to streamline overlapping content areas, establish foundational frameworks that are needed to create long-term sustainable solutions and also acknowledge that addressing the aftermath of the COVID-19 pandemic will take years.</i></p> |
| <p>Milestone: 2.1.2 - BIE has developed the wellness component of a comprehensive Wellness, Behavioral Health and Safety Tool Kit.</p> | <p>Milestone: 2.1 - BIE has developed a comprehensive Wellness, Behavioral Health and Student Safety Toolkit.</p> | <p><i>The Goal 2 Team is proposing to combine the Wellness, Behavioral Health, & Student Health Strategies into one Wellness Strategy that incorporates COVID-19 supports. The comprehensive toolkit will be a “living document” that the Team will update each year through the SPM process.</i></p> |
| <p>Strategy: 2.2 - When the BIE develops programs and supports for student behavioral health, then schools will implement a comprehensive behavioral health plan, programs and interventions that foster an encouraging and supportive environment.</p> | <p>Removing strategy and combining into Strategy 2.1</p> | <p><i>The Goal 2 Team is proposing to combine the Wellness, Behavioral Health, & Student Health Strategies into one comprehensive Wellness Strategy that also incorporates COVID-19 supports. This choice is being suggested in order to streamline overlapping content areas, establish foundational frameworks that are needed to create long-term sustainable solutions and also acknowledge that addressing the aftermath of COVID-19 will take years.</i></p> |
| <p>Milestone: 2.2.2 - BIE has developed the behavioral health component of a comprehensive Wellness, Behavioral Health and Safety Tool Kit.</p> | <p>Milestone: 2.2 - In response to the COVID-19 Pandemic, the BIE has initiated an overarching Behavioral Health and Wellness Program (BHWP) contract in order to provide behavioral health and wellness supports</p> | <p><i>This proposed change is adding details to the milestone in order to reflect the significant workload associated with the BHWP contract, which is one of the key vehicles that BIE is using to address the comprehensive</i></p> |

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| | <p>for our schools, staff, and students. This contract is also serving as a model for all future behavioral health and wellness efforts within the BIE.</p> | <p><i>wellness needs related to the pandemic and is also serving as a sustainable roadmap for the BIE's long-term plans regarding the continuous development of a comprehensive model for behavioral health and wellness supports.</i></p> |
| <p>Milestone: 2.2.5 - BIE has developed a comprehensive school wellness model</p> | <p>Removing milestone and combining into Milestone 2.2 as specific actions to ensure foundational frameworks are established.</p> | <p><i>Goal Team is proposing to combine the Wellness, Behavioral Health, & Student Health milestones into one key milestone meant to address a comprehensive model. This is an effort to reorganize and streamline where possible.</i></p> |
| <p>Strategy: 2.3 - When the BIE supports effective safety practices and interventions, then schools will implement programs and routines that support the safety of students, and 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.</p> | <p>Removing strategy and combining into Strategy 2.1</p> | <p><i>The Goal 2 Team is proposing to combine the Wellness, Behavioral Health, & Student Health Strategies into one comprehensive Wellness Strategy that also incorporates COVID-19 supports. This choice would streamline overlapping content areas, establish foundational frameworks that are needed to create long-term sustainable solutions and also acknowledge that addressing the aftermath of COVID-19 will take years.</i></p> |
| <p>Milestone: 2.3.2 - BIE has developed the physical health and safety component of a comprehensive Wellness, Behavioral Health and Safety Tool Kit.</p> | <p>Removing milestone and combining into Milestone 2.1.</p> | <p><i>Goal Team is proposing to combine the Wellness, Behavioral Health, & Student Health milestones into one key milestone meant to address a comprehensive model. This would be an effort to reorganize and streamline where possible.</i></p> |
| <p>Strategy: 2.4 - If the BIE develops programs and supports for responding to the COVID-19 Pandemic, then schools will provide proactive</p> | <p>Removing this strategy and combining into Milestone 2.2</p> | <p><i>The Goal 2 Team is proposing to combine the Wellness, Behavioral Health, & Student Health Strategies into one comprehensive Wellness</i></p> |

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| <p>programs and interventions that foster an encouraging and supportive environment, and 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.</p> | | <p><i>Strategy that also incorporates COVID-19 supports. This choice would streamline overlapping content areas, establish foundational frameworks that are needed to create long-term sustainable solutions and also acknowledge that addressing the aftermath of COVID-19 will take years.</i></p> |
| <p>Milestone: 2.4.3 - In response to the COVID-19 Pandemic, the BIE has initiated special projects related to wellness, behavioral health, student health and safety in order to provide immediate support for our schools, staff, and students.</p> | <p>Milestone was completed, but continuous COVID-19 supports will be infused throughout the new strategies and milestones.</p> | <p>This milestone was accomplished and resulted in the BHWP Contract.</p> |

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