

Welcome to Our Webinar!



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1. Mute your phones.
2. If you have to take a call, please hang up and dial in after your call. This avoids our session recording your hold music.
3. For questions, please use the chat feature in the right hand corner. We will address your questions after the presentation.

BUREAU OF INDIAN EDUCATION REORGANIZATION

Inspiring the Next Generation

Bureau of Indian Education's Proposed Revisions

Dr. Charles Monty Roessel, Director

October 2, 2015



Overview

- The BIE will provide an update on the reorganization.
- The Director will discuss the BIE's future and provide updates on its reorganization based on input from tribal consultations.

13 Regional and Individual Tribal Consultations

- February 11 Southern Pueblos
- February 18 Oglala Sioux Tribe
- February 19 Cheyenne River Sioux Tribe
- March 2 Sisseton Wahpeton Oyate
- March 3 Crow Creek Sioux
- March 3 Lower Brule Sioux
- March 4 Yankton Sioux
- March 16 Standing Rock Sioux Tribe
- March 17 Turtle Mountain Band of Chippewa Indians
- March 23 Oklahoma City, Oklahoma
- March 26 Rosebud Sioux Tribe
- March 26 United South and Eastern Tribes
- April 13 Eight Northern Pueblos

Purpose of Tribal Consultation

- In its efforts to implement the Blueprint's recommendation to streamline the BIE's organization to improve services to schools and tribes, the BIE developed a proposal to re-organize the BIE's administrative structure to achieve the following:
 - Align expertise and services to better serve the unique and differing needs of Tribally Controlled and BIE-operated schools;
 - Improve service delivery to schools and tribes by shifting the focus to the field;
 - Create, staff and relocate Education Resource Centers (ERCs) closer to a larger number of BIE-funded schools;
 - Bring U.S. Department of Education (ED) expertise closer to the schools by moving Division of Performance and Accountability (DPA) staff from a central office located in Albuquerque to the ERCs; and
 - Improve accountability and operational efficiency within BIE by clarifying roles and responsibilities for academic programs and school operations.
- Tribal Consultation Booklet Available at:
<http://www.bie.edu/cs/groups/xbie/documents/document/idc1-031628.pdf>

Six National Tribal Consultations

- April 22, 2015 Rapid City, SD
 - April 24, 2015 United Southern and Eastern Tribes Headquarters, Nashville, TN
 - April 27, 2015 Navajo Department of Transportation, Mentmore, NM
 - April 29, 2015 Webinar
 - May 1, 2015 Oklahoma City, OK
 - May 15, 2015 Isleta Casino, Albuquerque, NM
- Transcripts are available at:
<http://www.bie.edu/consultation/index.htm>

Tribal Consultation Overview

- 270 participants, including tribal leaders, school board members, school administrators, teachers, parents, state representatives, public school administrators, Congressional staff, and tribal community members, attended the six national consultations.
- 72.5 percent were not directly related to the reorganization proposal.
- The majority of the comments from tribal leaders were
 - The improvement of American Indian education
 - Johnson O'Malley (JOM) program funds
 - Local versus tribal control
 - Elementary and Secondary Education Act (ESEA) reauthorization
 - Facilities Operations and Maintenance
 - Public Schools (non-BIE)

BIE Reorganization Comments

- Cost of the Reorganization: Several tribal leaders inquired regarding the cost of the proposed reorganization and expressed concern that funding would be drawn from school budgets to pay for the reorganization.
- Size of the Bureaucracy: Several tribal leaders inquired whether the proposed reorganization would increase the number of full-time employees (FTEs) in the ERCs, BIE Albuquerque, and DC offices.
- Timeline for Reorganization: Several tribal leaders asked about when the BIE would begin implementation of the proposed reorganization and when it would be completed.
- Locations of ERCs: A few tribal leaders asked BIE to justify its proposal to close or relocate several ERCs and expressed concern they would lose services from the BIE.

Full Report Available at:

<http://www.bie.edu/cs/groups/xbie/documents/document/idc1-031687.pdf>

BIE Responses

- Cost of the Reorganization: When designing the proposal, the BIE ensured that the reorganization would have no impact on school budgets which are primarily funded by Department of the Interior (DOI) ISEP and DOE programs. Rather, the reorganization would be paid for using existing funding currently used for administrative purposes (i.e., Education Program Management, Education Program Enhancements, and Division of Performance and Accountability funding from the ED).

BIE Responses

- Size of the Bureaucracy: The proposed reorganization would be accomplished by filling existing vacancies within the BIE. For example, in 2008, the BIE's administrative structure included 208 FTEs. Currently, the BIE's administrative structure has 158 FTEs (95 funded by Education Program Management, 39 paid for using funding from ED, and 24 funded by Education Enhancements). By filling vacancies, reducing non-personnel costs, shifting contracted functions to federal staff, and including school enhancement specialists as part of the BIE administrative structure, the BIE estimates the proposed reorganization will support 196 FTEs.

BIE Responses

- Timeline for Reorganization: BIE assured tribal leaders during the consultations that implementation of the proposed reorganization would not begin until the reprogramming action was completed and the appropriate consultation with Congress had occurred. In the interim, the BIE is taking action to improve its internal operations and identify and hire qualified staff for positions not directly impacted by the reorganization.

BIE Responses

- Locations of ERCs: In response to concerns from tribal leaders and other stakeholders expressed during the consultation session and the written comment period, the BIE has amended its original draft proposal to: (1) establish an ERC in Kyle, South Dakota; (2) transform the existing Education Line Office in Oklahoma City, Oklahoma into the BIE's national Johnson O'Malley Center; (3) create an Education Program Administrator at Pine Ridge to oversee Cheyenne Eagle Butte, Flandreau and Pine Ridge schools; and (4) address several tribal recommendations to realign schools to ERCs.

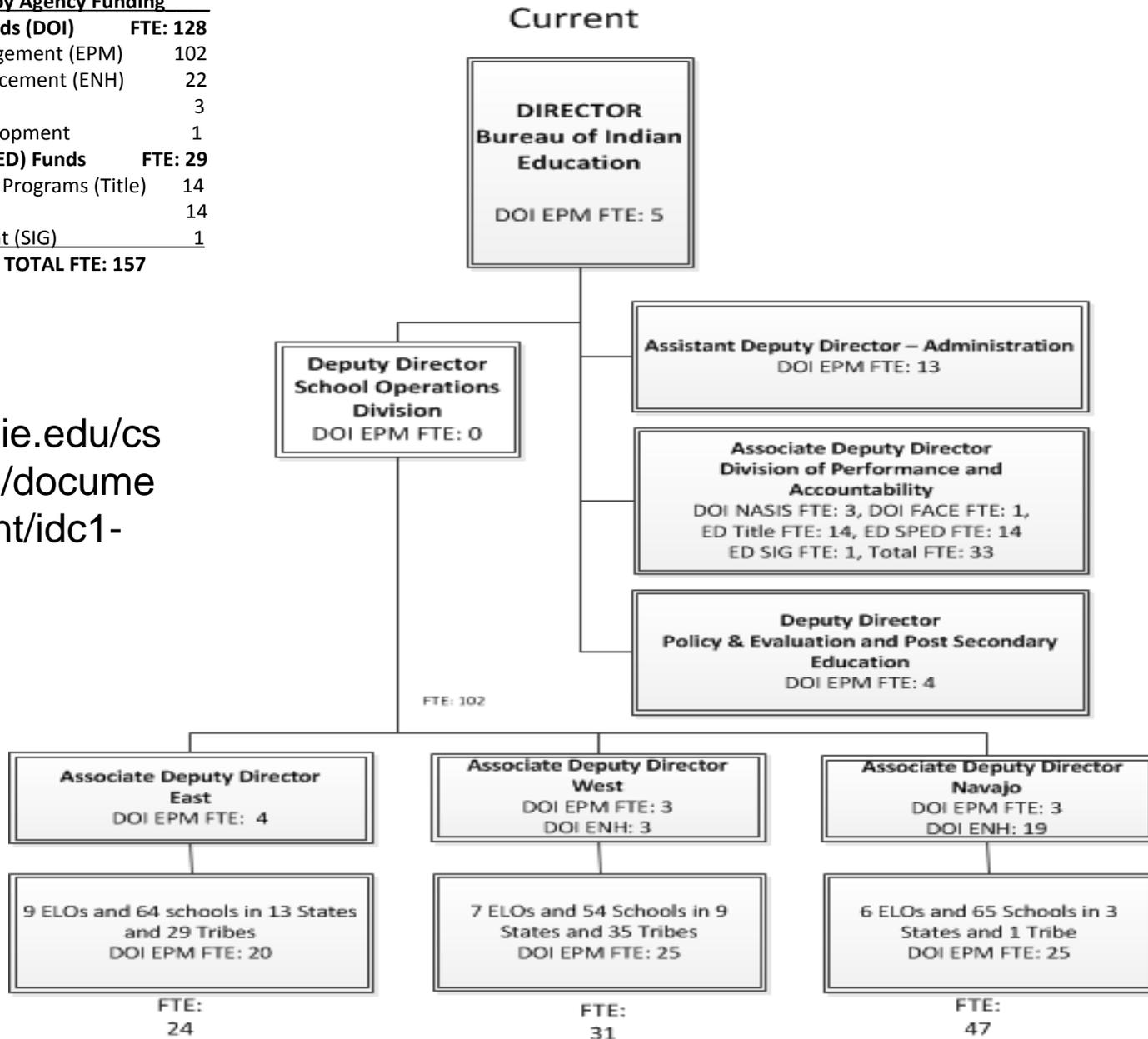
Implementation Timelines (Proposed)

	Status	2015						2016			
		July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr
BIE Reorganization Approval											
1 Tribal Consultation Report <i>Posted Online!</i>				9							
2 Reprogramming Letter Submission				15							
HR Retention Registry - Existing Staff											
1 Cross-walk New to Current PDs		30									
2 HR Retention Registry				18							
3 Letters to Staff											
Hire Staffing											
1 Advertisement of Positions					15						
3 Offers and Acceptance							30	30			
4 Staff Start								30			
Staff Development - TA Development											
1 Identify Goals and Vision		9									
2 Needs Assessments to Schools/Tribes			3								
4 Establish Core Competencies			7								
5 Identify Goals and Vision		9									
6 TA Priority 1: Effective Instruction				15	15	15					
7 TA Priority 2: Financial Systems			3	15	15	15					
8 TA Priority 3: School Boards			3	15	15	15					
9 TA Priority 4: Supporting Innovative Tribal Accountability Systems				15	15	15					
Communication - Messaging Roll-Out											
1 ADD Messaging - TA Core Rollout					15						
2 Monthly Stakeholders Calls		1	1	1	1	1	1	1	1	1	1
3 Bi-Weekly Newsletters		15/30	15/30	15/30	15/30	15/30	15/30	15/30	15/30	15/30	15/30
Strategic Plan											
1 Revise and Redraft SP				15							
Impact Measures											
1 Align Data Outcomes to TA				30							
2 Collect Measures/Establish Baseline				30							
3 Quarterly Comparisons							15			15	

Distribution of FTE by Agency Funding

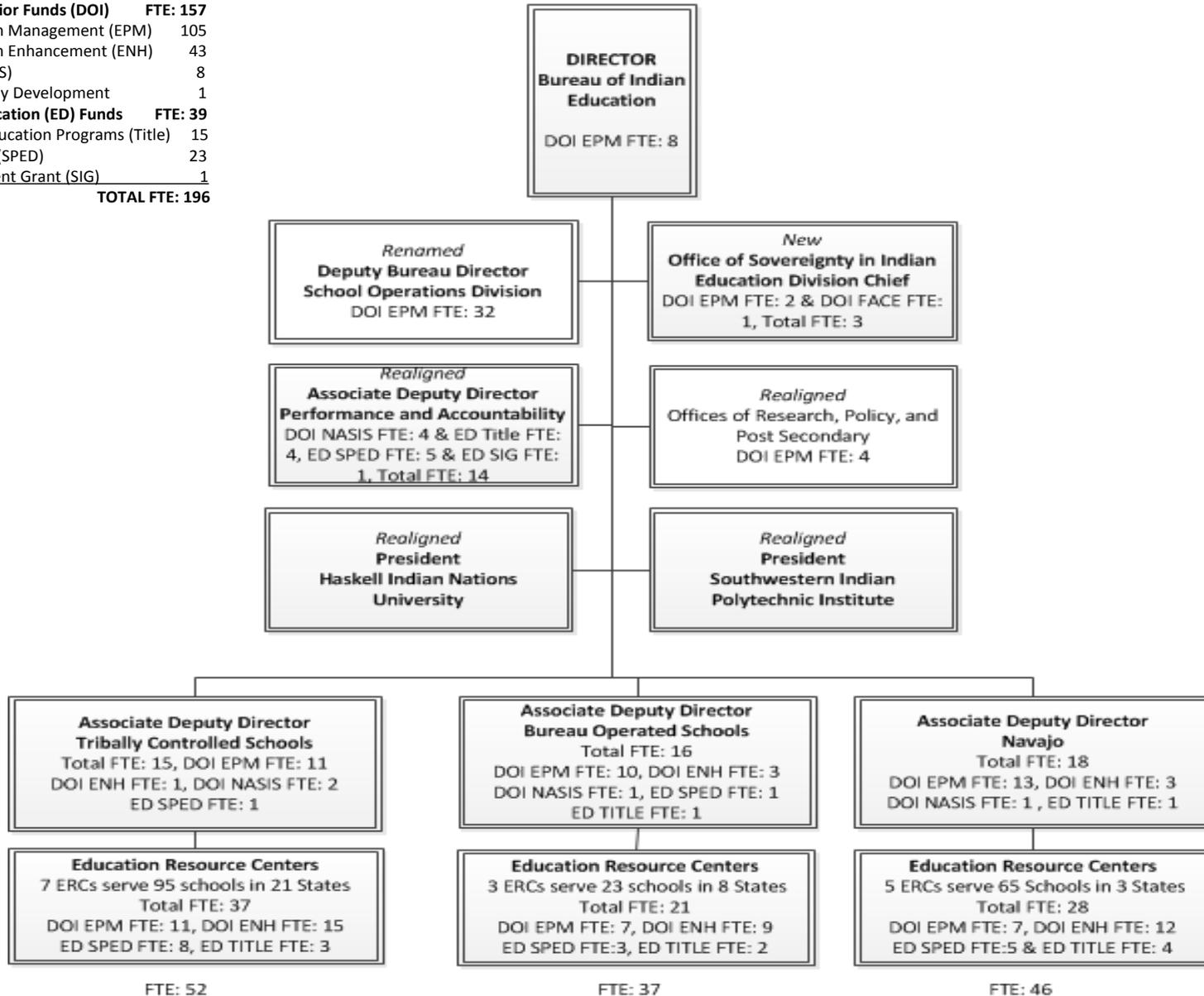
Department of Interior Funds (DOI)	FTE: 128
Education Program Management (EPM)	102
Education Program Enhancement (ENH)	22
Education IT (NASIS)	3
Early Child & Family Development	1
Department of Education (ED) Funds	FTE: 29
Supplementary Education Programs (Title)	14
Special Education (SPED)	14
School Improvement Grant (SIG)	1
TOTAL FTE: 157	

Available at:
<http://www.bie.edu/cs/groups/xbie/documents/document/idc1-031753.pdf>



Proposed

Distribution of FTE By Agency Funding	
Department of Interior Funds (DOI)	FTE: 157
Education Program Management (EPM)	105
Education Program Enhancement (ENH)	43
Education IT (NASIS)	8
Early Child & Family Development	1
Department of Education (ED) Funds	FTE: 39
Supplementary Education Programs (Title)	15
Special Education (SPED)	23
School Improvement Grant (SIG)	1
TOTAL FTE:	196



FTE: 135

FTE: 52

FTE: 37

FTE: 46

For more information:

- Bureau of Indian Reorganization, go to: <http://www.bie.edu/BFRI/index.htm>
- Tribal Consultations on the Proposed BIE Reorganization, go to: <http://www.bie.edu/consultation/index.htm>