The Honorable Ken Calvert  
Chairman, Subcommittee on Interior,  
Environment, and Related Agencies  
Committee on Appropriations  
U.S. House of Representatives  
Washington, DC 20515  

Dear Chairman Calvert,

In accordance with House and Senate Committees on Appropriations’ guidelines on reprogramming actions, the Department proposes the following reorganization of the Bureau of Indian Education (BIE). The reorganization is consistent with the budget structure presented in both the FY 2015 and FY 2016 budget justifications for the BIE.

This reorganization implements Secretarial Order 3334 which calls for the reorganization of the BIE into an innovative organization that will improve operations for both tribally controlled and bureau operated schools. This reprogramming operationalizes the vision laid out in the Secretarial Order and implements the recommendations of the BIE Blueprint for Reform (Blueprint), and the Government Accountability Office (GAO), to improve management and accountability functions within the BIE, and ultimately improve student outcomes. The proposed changes have two primary objectives: 1) strengthen BIE’s capability to address school operating needs; and, 2) provide greater oversight and improved service delivery to bureau operated and tribally controlled schools.

The Department had extensive, in-person discussions with tribal leaders affected by the proposed reorganization consisting of six formal tribal consultations and twelve individual or regional consultations. This plan addresses many of the concerns raised and recommendations made by tribal leaders during these sessions. DOI provided a copy of the tribal consultation report summarizing these meetings to the Committee separately and posted it to the BIE website. The summary outlines tribal concerns and recommendations, BIE responses, and actions taken after the consultation to address specific tribal issues. The reorganization also reflects the transition of three schools to tribal control in 2016 – Isleta Elementary (Pueblo of Isleta), Keams Canyon Elementary and Second Mesa Elementary (Hopi Tribe).

The reorganization proposes to realign staff and reporting relationships within the BIE to improve service to schools and tribes: 1) shift the management focus to the field; 2) clarify roles and responsibilities; 3) acknowledge the different requirements of bureau operated schools and tribally controlled schools to better meet their needs; and 4) establish clear reporting and accountability structures for academic operations and administrative operational functions. BIE is not proposing changes to the budget structure or the allocation of appropriated funds.
The reorganization affects the management portions of the BIE organization that are primarily supported through the Education Program Management budget line. The reorganization would change the reporting relationship of school enhancement specialists funded through the Education Program Enhancements budget line to become part of the BIE field structure. Positions funded through the Department of Education (ED) will also be realigned within the field structure to better provide technical assistance to schools.

The elements of the proposed reorganization are described below. Attached are current and proposed organizational charts.

**Associate Deputy Director (ADD) Positions**
The central component of the reorganization will realign direct school services to match the management needs of the schools. The field structure will be aligned according to the types of schools serviced – tribally controlled or bureau operated – rather than solely on a geographical basis. BIE will realign the offices of the ADDs – currently ADD East, ADD West and ADD Navajo – to the following: ADD Tribally Controlled Schools (will oversee and support 95 tribally controlled schools), ADD Bureau Operated Schools (will oversee 23 bureau operated schools), and ADD Navajo Schools (will remain the same and oversee 32 bureau operated and 33 tribally controlled schools).

The proposed realignment will clarify roles and responsibilities and improve service delivery by aligning management of BIE services with school governance structures. The new structure recognizes that oversight and operational needs are different for schools operated by the bureau than they are for tribally controlled schools and enables BIE’s field structure to be more responsive and provide tailored services. The reorganization proposes changes in the reporting structure of the field operations reporting to the ADDs which is described in the paragraph below.

**Education Line Offices (ELOs)**
DOI will transform the 22 existing ELOs reporting to the ADDs into 15 Education Resource Centers (ERCs), three facility support centers, three technical assistance centers, and one National Johnson O’Malley Center. The ERCs address a key recommendation of the Blueprint to provide improved technical assistance and more comprehensive services to schools. The ERCs will be geographically positioned close to schools and staffed with School Solutions Teams to provide customized support to meet the unique needs of each school. Instead of issuing mandates to schools, these teams will ensure principals and teachers have the resources and support they need to operate high achieving schools. The ERCs will have expertise leveraged from other parts of the organization, including school operations, to make a variety of technical skills available in the field. With support from Education Program Enhancements, the ERCs will assist schools in their improvement efforts by making available data supported best practice models in professional development, curriculum development, instruction, intervention strategies, school leadership, and tribal education support.

DOI considered two major factors in planning the ERCs: 1) proximity to schools served, and 2) needs of the schools. Proximity was based on the school’s distance to the ERCs, the number of students per school, and the number of schools per ERC. School needs included: the Adequate
Yearly Progress status, special education data, and the number of tribes per ERC. The reorganization supports a ratio of ERC staff to bureau funded schools as follows: 1) ADD Bureau Operated Schools: one FTE to one school; 2) ADD Tribally Controlled Schools: one FTE to one school; and 3) ADD Navajo Schools: one FTE to three schools. The reorganization will locate several ERCs in new locations closer to schools to more effectively serve all BIE students.

In response to concerns from tribal leaders about ongoing service requirements, the reorganization will include three Facility Support Centers which will continue to house maintenance and operational services for the schools. There will also be three Technical Assistance Centers from which tribes will manage their former Education Line Offices under a 638 contract arrangement. A National Johnson O’Malley Center in Oklahoma City, OK will provide management and oversight for Johnson O’Malley contracts across the country.

School Operations Division
The Blueprint describes the current BIE structure as a complicated bureaucracy which requires school principals to focus an inordinate amount of time on operations rather than on their primary mission of instructional leadership. To address this problem, the proposed reorganization will realign the ADD Administration function into the Deputy Director of School Operations (Deputy Director). This Division will include operational specialists located at ERCs to establish an expanded BIE-wide service capability.¹

The Deputy Director will report directly to the BIE Director and provide expertise in the following areas: human capital, including teacher and principal recruitment; acquisition and grants for schools; school facilities management; educational technology; and communications. A Chief Performance Officer position will be established within the School Operations Division, with clear authority to program administrators and grants management specialists in the field. These changes will strengthen capability in these areas and help to address recent GAO reports.

The School Operations Division will work closely with Indian Affairs’ Office of the Deputy Assistant Secretary for Management (DAS-M) to resolve budget execution, staffing, acquisition, and facilities related issues of direct concern to bureau funded schools. The change will allow BIE to establish a more responsive organization that provides resources, direction, and improved operational services to tribes to help their students attain high levels of student achievement. The School Operations Division will work with its DAS-M counterparts, with a dedicated focus on educational operating requirements to provide a “go to” resource for school administrators to resolve questions, prioritize service requests, and identify best practices – allowing them to focus less on day-to-day operating requirements and more on educational needs.

Division of Performance and Accountability
BIE proposes to rename and reorganize the Division of Performance and Accountability (DPA) which is funded by ED. Because DPA works closely with the ED, BIE will maintain a small supervisory capability and the DPA’s data unit in Washington, DC. The majority of the DPA

¹ Pursuant to Secretarial Order 3334, DOI is also reviewing the structure and services provided by Indian Affairs, including the BIE and the Office of the Deputy Assistant Secretary for Management. As recommendations are developed, the Department will keep the Committees informed and if necessary, submit a reprogramming letter to address proposed changes.
staff will be relocated to the ERCS to improve delivery to technical assistance to the schools in support of ED funding. These changes have been fully coordinated with and agreed to by ED.

Office of Research, Policy and Postsecondary Education
BIE proposes to restructure the Office of Policy and Evaluation and Postsecondary Education into the Office of Research, Policy, and Postsecondary Education reporting directly to the BIE Director with one administrator for each functional area (i.e., research, policy, and postsecondary policy). BIE will manage funding it provides to Tribal Colleges and Universities through this Office. As part of the realignment, the Presidents of Haskell Indian Nations University and Southwestern Indian Polytechnic Institute will report directly to the BIE Director reflecting their unique role as Federal institutions.

Office of Sovereignty in Indian Education
BIE proposes to establish an Office of Sovereignty in Indian Education reporting directly to the BIE Director. This office will provide a central point within the organization for tribal relations regarding Indian Education. This office will manage crosscutting programs of specific interest to tribes, including Johnson O’Malley, early childhood education including Family and Childhood Education programs, Sovereignty in Indian Education Enhancement activities, and the Tribal Education Department: grants program.

Office of the Director
Two new positions would be established within the BIE’s Office of the Director, the Chief Academic Officer and the School Health Policy Advisor. The Chief Academic Officer will be responsible for improving student outcomes and coordinating among BIE offices and other Federal agencies to ensure consistent service delivery to schools. This position will report directly to the Director and will work through the ADD organization to ensure school quality is supported consistently across the ERCS. The School Health Policy Advisor position will coordinate programmatic support between other agencies to address issues such as suicide and drug abuse prevention. This directly addresses concerns heard from tribal leaders about the need for these types of services at bureau funded schools.

Funding and Staffing
The proposed reorganization is needed to clarify BIE roles and responsibilities and increase accountability within the organization to provide better service to bureau funded schools. In the past, all BIE schools and dormitories were directly operated by the Federal government. Today, however, the majority of BIE schools, 68 percent, is operated by tribal nations or locally controlled school boards. The BIE organizational structure has never evolved to meet this new reality. The new organization installs a management structure that is more flexible and better equipped to meet the different and specialized needs of tribally controlled and bureau operated schools. The reorganization will also bring ED expertise closer to the schools to provide an emphasis on technical assistance, and will leverage school improvement specialists to serve a wider variety of schools.

The reorganization will clarify lines of accountability for academic performance and school operations, reporting directly to the BIE Director. Proposed staffing changes and funding impacts are summarized below.
Current and Proposed Staffing Changes

<table>
<thead>
<tr>
<th>Bureau of Indian Education</th>
<th>FY 2015 Enacted Funding</th>
<th>Current FTE</th>
<th>Proposed FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of the Interior</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education Program Management</td>
<td>14,186</td>
<td>90</td>
<td>105</td>
</tr>
<tr>
<td>Staffing changes reflect anticipated hiring of 12 current vacancies, with the addition of three new positions: 1) Chief Academic Officer; 2) Chief Performance Officer; and 3) School Health Policy Advisor. The new positions have an estimated cost of $500,000 and can be accommodated through reductions in non-personnel requirements.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education IT</td>
<td>6,278</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td>Change in staffing reflects a shift of 3 contracted positions to Federal positions with no impact to program delivery.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education Program Enhancements</td>
<td>12,119</td>
<td>23</td>
<td>43</td>
</tr>
<tr>
<td>Increase of 20 FTE reflects a change in the delivery of school enhancement specialists services currently funded through the Enhancements program. These services will become dedicated positions in the BIE field structure with clear lines of responsibility and accountability. Specialists will provide technical expertise to a suite of schools rather than serve as consultants. This expands a successful pilot ongoing in the Navajo Nation.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Early Child &amp; Family Development</td>
<td>15,520</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>No changes in staffing are proposed.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DOI Subtotal, BIE Organization</td>
<td>48,103</td>
<td>119</td>
<td>157</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Department of Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Education, School Improvement Grants, and Title Programs</td>
</tr>
<tr>
<td>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, D.C. to better support inter-agency coordination.</td>
</tr>
<tr>
<td>ED Subtotal, BIE Organization</td>
</tr>
</tbody>
</table>

| Total, BIE Organization | 57,800 | 158 | 196 |

2 Implementation of the reorganization will occur in FY 2016. Funding displayed reflects the FY 2015 enacted levels as the President’s FY 2016 budget request is currently pending before Congress. Current FTE amounts reflect FY 2015 estimated usage.
We are available to brief you or your staff upon request. As provided under established reprogramming procedures, we will proceed with this reorganization unless we hear from you within 30 days of receipt of this letter. Similar letters have been sent to the Honorable Lisa Murkowski, Chairman, Subcommittee on Interior, Environment, and Related Agencies, Committee on Appropriations, United States Senate; the Honorable Tom Udall, Ranking Minority Member, Subcommittee on Interior, Environment, and Related Agencies, Committee on Appropriations, United States Senate; and the Honorable Betty McCollum; Ranking Minority Member, Subcommittee on Interior, Environment, and Related Agencies, Committee on Appropriations, U.S. House of Representatives.

Sincerely,

[Signature]

Kristen J. Sarri
Principal Deputy Assistant Secretary for Policy, Management and Budget

Attachments
## Proposed Changes to BIE’s Education Line Offices

### ADD East

<table>
<thead>
<tr>
<th>Education Line Office</th>
<th>Location</th>
<th>Bureau Operated Schools</th>
<th>Tribally Controlled Schools</th>
<th>Proposed Change</th>
<th>Proposed Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. South/Eastern States</td>
<td>Nashville, TN</td>
<td>0</td>
<td>14&lt;sup&gt;1&lt;/sup&gt;</td>
<td>ERC - Tribally Controlled</td>
<td>Nashville, TN</td>
</tr>
<tr>
<td>2. Oklahoma/Kansas</td>
<td>Oklahoma City, OK</td>
<td>1</td>
<td>5</td>
<td>Johnson O’Malley Center</td>
<td>Oklahoma City, OK</td>
</tr>
<tr>
<td>3. Minnesota/Michigan,W/ Iowa</td>
<td>Minneapolis, MN</td>
<td>0</td>
<td>11</td>
<td>ERC - Tribally Controlled</td>
<td>Minneapolis, MN</td>
</tr>
<tr>
<td>4. Turtle Mountain</td>
<td>Belcourt, ND</td>
<td>2&lt;sup&gt;2&lt;/sup&gt;</td>
<td>4</td>
<td>ERC - Bureau Operated</td>
<td>Belcourt, ND</td>
</tr>
<tr>
<td>5. Cheyenne River ELO</td>
<td>Eagle Butte, SD</td>
<td>1</td>
<td>3</td>
<td>Facility Support Center</td>
<td>Eagle Butte, SD</td>
</tr>
<tr>
<td>7. Standing Rock</td>
<td>Ft. Yates, SD</td>
<td>0</td>
<td>5</td>
<td>Facility Support Center Technical Assistance Center</td>
<td>Ft. Yates, SD</td>
</tr>
<tr>
<td>8. Crow Creek/Lower Brule</td>
<td>Lower Brule, SD</td>
<td>1</td>
<td>5</td>
<td>Technical Assistance Center</td>
<td>Lower Brule, SD</td>
</tr>
<tr>
<td>9. Rosebud</td>
<td>Mission, SD</td>
<td>0</td>
<td>3</td>
<td>Technical Assistance Center</td>
<td>Mission, SD</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td><strong>6</strong></td>
<td><strong>56</strong></td>
<td></td>
<td></td>
<td><strong>ADD East School Total: 62</strong></td>
</tr>
</tbody>
</table>

### ADD West

<table>
<thead>
<tr>
<th>Education Line Office</th>
<th>Location</th>
<th>Bureau Operated Schools</th>
<th>Tribally Controlled Schools</th>
<th>Proposed Changes</th>
<th>Proposed Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Washington/Oregon</td>
<td>Seattle, WA</td>
<td>1</td>
<td>9</td>
<td>ERC - Tribally Controlled</td>
<td>Seattle, WA</td>
</tr>
<tr>
<td>2. Arizona South</td>
<td>Phoenix, AZ</td>
<td>5</td>
<td>6</td>
<td>ERC - Bureau Operated</td>
<td>Phoenix, AZ</td>
</tr>
<tr>
<td>3. Arizona North</td>
<td>Keams Canyon, AZ</td>
<td>1</td>
<td>7</td>
<td>Facility Support Center</td>
<td>Keams Canyon, AZ</td>
</tr>
<tr>
<td>4. New Mexico South</td>
<td>Albuquerque, NM</td>
<td>4</td>
<td>5</td>
<td>ERC - Bureau Operated ERC - Tribally Controlled</td>
<td>Albuquerque, NM</td>
</tr>
<tr>
<td>5. New Mexico North</td>
<td>Espanola, NM</td>
<td>3</td>
<td>4</td>
<td>Close</td>
<td>Espanola, NM</td>
</tr>
<tr>
<td>6. California/Nevada</td>
<td>Sacramento, CA</td>
<td>1</td>
<td>3</td>
<td>Close</td>
<td>Sacramento, CA</td>
</tr>
<tr>
<td>7. Montana/Idaho/Wyoming</td>
<td>Billings, MT</td>
<td>1</td>
<td>4</td>
<td>Close</td>
<td>Billings, MT</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td><strong>16</strong></td>
<td><strong>38</strong></td>
<td></td>
<td></td>
<td><strong>ADD West School Total: 54</strong></td>
</tr>
</tbody>
</table>

### ADD Navajo

<table>
<thead>
<tr>
<th>Education Line Offices</th>
<th>Location</th>
<th>Bureau Operated Schools</th>
<th>Tribally Controlled Schools</th>
<th>Proposed Changes</th>
<th>Proposed Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Arizona Navajo South</td>
<td>Window Rock, AZ</td>
<td>4</td>
<td>8</td>
<td>ERC - Navajo</td>
<td>Window Rock, AZ</td>
</tr>
<tr>
<td>2. Arizona Navajo North</td>
<td>Tuba City, AZ</td>
<td>6</td>
<td>8</td>
<td>ERC - Navajo</td>
<td>Tuba City, AZ</td>
</tr>
<tr>
<td>3. Arizona Navajo Central</td>
<td>Chinle, AZ</td>
<td>3</td>
<td>7</td>
<td>ERC - Navajo</td>
<td>Chinle, AZ</td>
</tr>
<tr>
<td>4. New Mexico Navajo North</td>
<td>Shiprock, NM</td>
<td>7</td>
<td>5</td>
<td>ERC - Navajo</td>
<td>Shiprock, NM</td>
</tr>
<tr>
<td>5. New Mexico Navajo Central</td>
<td>Crownpoint, NM</td>
<td>6</td>
<td>4</td>
<td>ERC - Navajo</td>
<td>Crownpoint, NM</td>
</tr>
<tr>
<td>6. New Mexico Navajo South</td>
<td>Gallup, NM</td>
<td>5</td>
<td>2</td>
<td>Close</td>
<td>-</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td><strong>31</strong></td>
<td><strong>34</strong></td>
<td></td>
<td></td>
<td><strong>ADD Navajo School Total: 65</strong></td>
</tr>
</tbody>
</table>

**Total** 22 ELOs 54 129

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<sup>1</sup> Two schools are counted as one – Cherokee Central Elementary School and Cherokee Central High School

<sup>2</sup> Two schools are counted as one – Turtle Mountain Elementary School and Turtle Mountain Middle School.
## PROPOSED BIE EDUCATION RESOURCE AND OTHER CENTERS

### ADD Tribally Controlled

<table>
<thead>
<tr>
<th>Proposed Education Resource Center (ERC)</th>
<th>Proposed Location</th>
<th>Bureau Operated Schools</th>
<th>Tribally Controlled Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Minneapolis ERC</td>
<td>Minneapolis, MN</td>
<td></td>
<td>10</td>
</tr>
<tr>
<td>2. Nashville ERC</td>
<td>Nashville, TN</td>
<td></td>
<td>15</td>
</tr>
<tr>
<td>3. Seattle ERC</td>
<td>Seattle, WA</td>
<td></td>
<td>15</td>
</tr>
<tr>
<td>4. Kyle ERC</td>
<td>Kyle, SD</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>5. Flandreau ERC</td>
<td>Flandreau, SD</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>6. Bismarck ERC</td>
<td>Bismarck, ND</td>
<td></td>
<td>9</td>
</tr>
<tr>
<td>7. Albuquerque ERC</td>
<td>Albuquerque, NM</td>
<td></td>
<td>22</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td><strong>0</strong></td>
<td><strong>23</strong></td>
<td><strong>0</strong></td>
</tr>
</tbody>
</table>

### Proposed Support Center (FSC)

- Standing Rock Technical Assistance Center: Ft. Yates, SD
- Crow Creek/Lower Brule Technical Assistance Center: Lower Brule, SD
- Rosebud Technical Assistance Center: Mission, SD
- Johnson O'Malley Center: Oklahoma City, OK

### ADD Bureau Operated

<table>
<thead>
<tr>
<th>Proposed Education Resource Center (ERC)</th>
<th>Proposed Location</th>
<th>Bureau Operated Schools</th>
<th>Tribally Controlled Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Phoenix ERC</td>
<td>Phoenix, AZ</td>
<td>8</td>
<td>0</td>
</tr>
<tr>
<td>2. Albuquerque ERC</td>
<td>Albuquerque, NM</td>
<td>8</td>
<td>0</td>
</tr>
<tr>
<td>3. Belcourt ERC</td>
<td>Belcourt, ND</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td><strong>23</strong></td>
<td><strong>23</strong></td>
<td><strong>0</strong></td>
</tr>
</tbody>
</table>

### Proposed Support Center (FSC)

- Pine Ridge Facility Support Center and School Administrator Support: Pine Ridge, SD
- Cheyenne River Facility Support Center: Eagle Butte, SD
- Hopi Facility Support Center: Keams Canyon, AZ

### ADD Navajo

<table>
<thead>
<tr>
<th>Proposed Education Resource Center (ERC)</th>
<th>Proposed Location</th>
<th>Bureau Operated Schools</th>
<th>Tribally Controlled Schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Window Rock ERC</td>
<td>Window Rock, AZ</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>2. Tuba City ERC</td>
<td>Tuba City, AZ</td>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>3. Chinle ERC</td>
<td>Chinle, AZ</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td>4. Shuprock ERC</td>
<td>Shuprock, NM</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>5. Crownpoint ERC</td>
<td>Crownpoint, NM</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td><strong>31</strong></td>
<td><strong>31</strong></td>
<td><strong>34</strong></td>
</tr>
</tbody>
</table>

**Total:** 15 ERCs

---

3 Two schools are counted as one — Cherokee Central Elementary School and Cherokee Central High School

4 Two schools are counted as one — Turtle Mountain Elementary School and Turtle Mountain Middle School.
The Department of Interior (DOI)
The Bureau of Indian Education (BIE)
Proposed Organizational Changes for Reprogramming

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

Current

DIRECTOR
Bureau of Indian Education
DOI EPM FTE: 5

Deputy Director
School Operations Division
DOI EPM FTE: 0

Assistant Deputy Director – Administration
DOI EPM FTE: 13

Associate Deputy Director
Division of Performance and Accountability
DOI NAS5 FTE: 3
DOI FACE FTE: 1
ED Title FTE: 14
ED SPED FTE: 14
ED SIG FTE: 1
Total FTE: 33

Deputy Director
Policy & Evaluation and Post Secondary Education
DOI EPM FTE: 4

Associate Deputy Director
East
DOI EPM FTE: 4

9 ELOs and 64 schools in 13 States and 29 Tribes
DOI EPM FTE: 20

FTE: 24

Associate Deputy Director
West
DOI EPM FTE: 3
DOI ENH: 3

7 ELOs and 54 Schools in 9 States and 35 Tribes
DOI EPM FTE: 25

FTE: 31

Associate Deputy Director
Navajo
DOI EPM FTE: 3
DOI ENH: 19

6 ELOs and 65 Schools in 3 States and 1 Tribe
DOI EPM FTE: 25

FTE: 47
The Department of Interior (DOI)
The Bureau of Indian Education (BIE)
Proposed Organizational Changes for Reprogramming

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: 59
  - Supplementary Education Programs (Title) 15
  - Special Education (SPED) 23
  - School Improvement Grant (SIG) 1

TOTAL FTE: 196

Proposed

New
Office of Sovereignty in Indian Education
Division Chief
DOI EPM FTE: 2 & DOI FACE FTE: 1
Total FTE: 3

Retained
Deputy Bureau Director
School Operations Division
DOI EPM FTE: 32

Retained
Associate Deputy Director Performance and Accountability
DOI NASIS FTE: 4 & ED Title FTE: 4
ED SPED FTE: 5 & ED SIG FTE: 1
Total FTE: 14

Retained
Haskell Indian Nations University

Retained
President
Southwestern Indian Polytechnic Institute

FTE: 135

Retained
Associate Director
Trially Controlled Schools
Total FTE: 15
DOI EPM FTE: 11
DOI ENH FTE: 1
DOI NASIS FTE: 2
ED SPED FTE: 1

Associate Deputy Director
Bureau Operated Schools
Total FTE: 16
DOI EPM FTE: 10
DOI ENH FTE: 3
DOI NASIS FTE: 1
ED SPED FTE: 1
ED TITLE FTE: 1

Education Resource Centers
7 ERCs serve 95 schools in 21 States
Total FTE: 37
DOI EPM FTE: 11
DOI ENH FTE: 15
ED SPED FTE: 8
ED TITLE FTE: 3

Education Resource Centers
3 ERCs serve 23 schools in 8 States
Total FTE: 21
DOI EPM FTE: 7
DOI ENH FTE: 9
ED SPED FTE: 3
ED TITLE FTE: 2

Education Resource Centers
5 ERCs serve 65 Schools
(32 BIE/23 Tribal) in 3 States
Total FTE: 28
DOI EPM FTE: 7
DOI ENH FTE: 12
ED SPED FTE: 5 & ED TITLE FTE: 4

FTE: 52

FTE: 37

FTE: 46