

INDIAN AFFAIRS DIRECTIVES TRANSMITTAL SHEET

(modified DI-416)

DOCUMENT IDENTIFICATION NUMBER 32 IAM 3	SUBJECT Waiving Qualification Requirements for Teacher Recruitment Organizations	RELEASE NUMBER 13-09
FOR FURTHER INFORMATION Bureau of Indian Affairs		DATE 4/16/13

EXPLANATION OF MATERIAL TRANSMITTED:

Teacher recruitment organizations (hereinafter referred to as "organizations") conduct wide recruitment efforts to locate teachers with rich and diverse backgrounds and experiences. The purpose of this policy is to waive the qualification requirements of job category 0028 BIA/BIE (Teacher), to include alternative licensure programs, for those recruits being considered for employment by the BIE, who have been vetted by a teacher recruitment organization. Waiving qualification requirements for teacher candidates may broaden the applicant pool and permit BIE to obtain teachers in an expeditious manner.

This policy chapter replaces the temporary National Policy Memorandum (NPM) on this subject that expired in April 2013.



Dr. Charles Roessel
Acting Director, Bureau of Indian Education

FILING INSTRUCTIONS:

Remove: None

Insert: 32 IAM 3 (New)

INDIAN AFFAIRS MANUAL

Part 32

Education (Personnel)

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1.1 Purpose. The Bureau of Indian Education (BIE) is committed to providing quality educational opportunities to American Indian and Alaska Native communities. Due to issues such as school isolation and a lack of housing options, the BIE often has difficulty finding quality teachers. The purpose of this policy is to waive the qualification requirements of job category 0028 BIA/BIE (Teacher), to include alternative licensure programs, for those recruits being considered for employment by the BIE, who have been vetted by a teacher recruitment organization. Waiving qualification requirements for teacher candidates may broaden the applicant pool and permit BIE to obtain teachers in an expeditious manner.

Teacher recruitment organizations (hereinafter referred to as "organizations") conduct wide recruitment efforts to locate teachers with rich and diverse backgrounds and experiences. These organizations are able to identify and screen teacher candidates for qualities they have in common with the most successful teachers, including strong leadership potential. Recruits must meet the rigorous academic, character, extracurricular, and community involvement requirements set by the organization's program.

1.2 Scope. This policy applies to all BIE human resources hiring personnel, or BIE staff making hiring decisions, and is specific to job category 0028 BIA/BIE (Teacher).

1.3 Policy. This policy is in effect for organizations that have a valid Memorandum of Agreement (MOA) with the BIE. This policy may not be applied to applicants, employees, recruits or members of organizations that do not have a valid MOA with the BIE.

1.4 Authority.

- A. Statutes and Regulations.** 25 U.S.C. § 2012, Indian Education Personnel, Education Amendments of 1978
- B. Guidance.** Indian Affairs Manual, 32 IAM 2 – Education Contract Personnel

1.5 Responsibilities.

- A. Director, BIE** is responsible for final approval of the BIE policy on Waiving Qualification Requirements for Teacher Recruitment Organizations, and submission of the final policy to the Human Resources Officer, BIE.
- B. Human Resources Officer, BIE** is responsible for the annual review of the policy. The HRO is responsible for monitoring overall compliance with the policy Waiving Qualification Requirements for Teacher Recruitment Organizations.
- C. Human Resources Specialist, BIE** is responsible for ensuring compliance with the Policy Waiving Qualification Requirements for Teacher Recruitment Organizations in day-to-day hiring practices.