



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

March 1, 2022

Dear Tribal Leader:

Under the Government Performance and Results Act (GRPA) of 1993 and the Government Performance and Results Modernization Act (GPRAMA) of 2010, federal agencies are required to release a strategic plan one year after a presidential inauguration and annually track the agency's performance in implementing the plan. The Department of the Interior (Department) is planning to release its Fiscal Year (FY) 2022-2026 Strategic Plan in the spring of 2022. The Department held a series of consultations in October and November 2021 to gain input on the upcoming strategic plan. During the consultations, many participants expressed an interest in not just the strategic plan, but also in developing the performance goals and performance measures that will be used to track the Department's progress in achieving the goals set forth in the strategic plan.

The strategic plan outlines the strategic goals and strategic objectives the Department will prioritize and advance over the next four years. This progress will be tracked with performance goals that define the outcomes that Department leadership wants to achieve under each strategic objective. The Department seeks to work with Tribal Leaders to develop performance goals and improve how the Department measures and achieves better outcomes that are of value to them. The performance goals are measured on an annual basis.

Between March 31 and April 7, 2022, the Department will host a series of consultations sessions to give Tribal Leaders opportunity to provide input on the development of the performance goals and measures that support the FY 2022-2026 Strategic Plan. The Department will use this input to inform how we refine current measures or develop new measures over the next year.

The consultations will be held virtually on:

<b>Focus</b>	<b>Date</b>	<b>Local Time</b>	<b>Eastern Time Zone</b>	<b>Zoom Link</b>
Tribal	March 31, 2022	10:00 am – 12:00 pm (Eastern)	10:00 am – 12:00 pm (Eastern)	<a href="https://doitalent.zoomgov.com/j/1602100432">https://doitalent.zoomgov.com/j/1602100432</a> Dial in 1-551-285-1373 Meeting ID: 160 210 0432 Passcode: 288248
Tribal	April 5, 2022	10:00 am – 12:00 pm (Pacific Time Zone)	1:00 pm – 3:00 pm (Eastern)	<a href="https://doitalent.zoomgov.com/j/1607392020">https://doitalent.zoomgov.com/j/1607392020</a> Dial in 1-551-285-1373 Meeting ID: 160 739 2020 Passcode: 026613
Tribal	April 7, 2022	10:00 am – 12:00 pm (Alaska Time Zone)	2:00 pm – 4:00 pm (Eastern)	<a href="https://doitalent.zoomgov.com/j/1602046644">https://doitalent.zoomgov.com/j/1602046644</a> Dial in 1-551-285-1373 Meeting ID: 160 204 6644 Passcode: 323101

After the last scheduled consultation session on the performance goals, the comment period will remain open for approximately 30 days. During the comment period, consultation session participants are invited to submit comments using the following email address [doi\\_strategic\\_plan@ios.doi.gov](mailto:doi_strategic_plan@ios.doi.gov).

For questions regarding the upcoming consultation/listening sessions, please contact Mark Oliver at [doi\\_strategic\\_plan@ios.doi.gov](mailto:doi_strategic_plan@ios.doi.gov) or call (202) 573-4376.

Sincerely,

Patricia Currier  
Director, Office of Planning and Performance Management



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

## U.S. Department of the Interior Proposed FY 2022-2026 Strategic Plan Performance Goals and Measures

This document is the proposed list of performance goals and measures that will support the U.S. Department of the Interior’s FY 2022 -2026 Strategic Plan. The strategic plan integrates the U.S. Department of the Interior’s (DOI or the Department) planned achievements with the agency’s overall goals for the next four years. The Strategic Plan has four strategic goals that represent the DOI mission areas. Each strategic goal has strategic objectives that support the Secretary of the Interior’s priorities.

DOI will track and measure the success of the strategic objectives using performance goals and performance measures. Performance goals are outcome-focused achievements that the Department will work to make progress annually. Performance measures are the indicators DOI will use to measure the outcomes. The last page of this document is a key of acronyms of DOI bureaus and offices.

### Strategic Goal 1: Promote well-being, equity, and justice for Tribes, Native Americans, Alaska Natives, Native Hawaiians, and Insular areas

#### Strategic Objective 1.1: Tribes and the U.S. Department of the Interior have an effective government to government relationship and Trust and Treaty obligations are upheld

	Performance Goal	Performance Measures	Bureaus
1.1.1	Government-to-Government relationship and Tribal sovereignty	1. The Department will develop better performance measures of outcomes related to self-determination/self-governance	AS-IA/BIA
1.1.2	Tribes can exercise their land rights.	1. (BIA) Land into trust processing time. (Agency Priority Goal)	BIA, BLM, OS-SOL

#### Strategic Objective 1.2: Tribal, Native Hawaiian, and Insular communities are safe and healthy

	Performance Goal	Performance Measures	Bureaus
1.2.1	Tribal communities are safe.	1. (BIA) Offense clearance rate of crimes against persons 2. The Department will develop better performance measures related to Tribal Courts	BIA
1.2.2	Tribal communities have safe and reliable public services.	1. (BIA) Miles of BIA roads in acceptable condition	BIA, USBR

		<ol style="list-style-type: none"> <li>2. (BIA) Number of families served through the Housing Improvement Program</li> <li>3. (USBR) Number of homes connected to potable water systems serving Tribal communities.</li> </ol>	
1.2.3	Residents in insular areas have health care that is compatible to the U.S. mainland.	<ol style="list-style-type: none"> <li>1. (OIA) Amount of funding awarded for health-related projects</li> </ol>	OIA
1.2.4	Native Hawaiian trust resources are protected and preserved.	<ol style="list-style-type: none"> <li>1. (ONHR) Completion of the restoration of lands to the Native Hawaiian Home Lands Trust pursuant to the Native Hawaiian Home Lands Recovery Act</li> <li>2. (ONHR/BLM) Number of areas with land boundary surveys initiated for the Native Hawaiian Home Lands Trust</li> <li>3. (ONHR) Number of actions taken to protect significant Native Hawaiian cultural and natural resources</li> </ol>	ONHR, BLM

**Strategic Objective 1.3: Tribal, Native Hawaiian, and Insular communities have economic security and growth**

	<b>Performance Goal</b>	<b>Performance Measures</b>	<b>Bureaus</b>
1.3.1	Communities benefit economically.	<ol style="list-style-type: none"> <li>1. (BIA) Total average gain in earnings of participants that obtain unsubsidized employment through the Job Placement Training program</li> </ol>	BIA
1.3.2	Insular areas benefit from activities and investments that promote economic development.	<ol style="list-style-type: none"> <li>1. (OIA) Amount of funding awarded for economic development activities</li> </ol>	OIA
1.3.3	Beneficiaries have the necessary information to make informed decisions about their trust assets.	<ol style="list-style-type: none"> <li>1. (BTFA) Number of training sessions provided to beneficiaries on financial literacy</li> </ol>	BTFA
1.3.4	Native Hawaiian communities' organizations have viable means of capacity-building, self-determination, and ability to promote self-economic attainment.	<ol style="list-style-type: none"> <li>1. (ONHR) Number of implemented advocacy programs supported and implemented</li> <li>2. (ONHR) Number of Native Hawaiian organizations supported through the implementation of the NATIVE Act</li> </ol>	ONHR

**Strategic Objective 1.4: BIE Students have the education necessary for future success**

	<b>Performance Goal</b>	<b>Performance Measures</b>	<b>Bureaus</b>
1.4.1	BIE students have better learning outcomes.	<ol style="list-style-type: none"> <li>1. (BIE) Percentage of students in BIE-funded schools who complete a regular high school diploma within</li> </ol>	BIE

		four years of their 9th grade entry date	
1.4.2	BIE students have access to better schools' facilities.	1. (BIE) Percentage of students in BIE school facilities in acceptable condition	BIE

## Strategic Goal 2: Conserve, protect, and restore natural and cultural resources

### Strategic Objective 2.1: Lands, waters, and heritage are preserved and available for present and future generations

	Performance Goal	Performance Measures	Bureaus
2.1.1	The public and the environment benefit from conserving 30 percent of America's lands and waters by 2030 in support of America the Beautiful.	1. The Department will develop performance measures for this performance goal as the America the Beautiful plan is developed	TBD
2.1.2	Current and future generations have access to and can learn from cultural heritage resources and artifacts that are protected and conserved.	1. (PAM) Percentage of museum collections that are discoverable online	PAM-Museum Community
2.1.3	Land, water, and people are protected from the harmful effects and dangers of abandoned mines and oil and gas wells.	1. (BLM, OSMRE, OS-OEPC) Close coal mines and orphaned oil and gas wells to reduce the harm to people and the environment. (Agency Priority Goal)	BLM, OSMRE, OS-OEPC

### Strategic Objective 2.2: Species, habitats, and ecosystems are protected, sustained, and healthy

	Performance Goal	Performance Measures	Bureaus
2.2.1	Domestic and International species are protected and conserved	<ol style="list-style-type: none"> <li>1. (FWS) Percentage of competitive funding awarded to international species conservation projects with moderate to strong levels of evidence</li> <li>2. (FWS) Number of products, tools and methods that resulted in informed decisions that advance on-the-ground conservation for pollinators</li> <li>3. (FWS) Percentage of all migratory bird species that are at healthy and sustainable levels</li> <li>4. (BLM) The Department will develop a performance measure around native seeds.</li> <li>5. (FWS) Percentage of priority fish species of management concern that are managed to self-sustaining levels, in cooperation with affected States and others, as defined in approved management plans</li> <li>6. (FWS) Number of fish passage barriers removed or bypassed to achieve landscape scale connectivity for high priority species</li> </ol>	FWS, BLM

2.2.2	Threatened and endangered species and other trust species are protected and are on a path to recovery.	<ol style="list-style-type: none"> <li>1. (FWS) Percentage of Threatened or Endangered species with a final recovery plan</li> <li>2. (FWS) Percentage of proposed Threatened or Endangered species listings with proposed critical habitat done concurrently</li> <li>3. (USBR) Number of threatened and endangered species recovery activities implemented</li> </ol>	FWS, USBR
2.2.3	Public lands, waters, and facilities and those of our neighbors and partners are not negatively impacted by invasive species.	<ol style="list-style-type: none"> <li>1. (BLM, FWS, NPS, USBR) Percentage of baseline acres infested with target invasive plant species that are under control</li> <li>2. (FWS, NPS) Percentage of invasive animal species populations that are under control</li> </ol>	BLM, FWS, NPS, USBR
2.2.4	DOI-managed lands have a reduced risk from wildfire and fire's negative impacts.	<ol style="list-style-type: none"> <li>1. (OWF) Percentage of DOI-managed landscape acres where Wildland Fire Management actions helped produce desired ecological conditions</li> </ol>	OWF

**Strategic Objective 2.3: People find enjoyment and take pride in our lands and heritage**

	<b>Performance Goal</b>	<b>Performance Measures</b>	<b>Bureaus</b>
2.3.1	Visitors to public lands are satisfied with recreational opportunities.	<ol style="list-style-type: none"> <li>1. (BLM, FWS) Percent of visitors satisfied with the quality of experience</li> <li>2. (USBR) Percentage of visitors satisfied with recreation opportunities provided.</li> <li>3. (USBR) Percentage of visitors satisfied with recreation facilities provided</li> </ol>	BLM, USBR, FWS
2.3.2	People have an opportunity to work making America's lands, waters, and infrastructure climate adaptive and sustainable as a part of the Civilian Climate Corps.	<ol style="list-style-type: none"> <li>1. (BLM, FWS, NPS) Number of civilian climate corps or other corps participants</li> <li>2. (BLM, FWS, NPS) Number of projects supported by the civilian climate corps or other corps</li> </ol>	BLM, FWS, NPS

## Strategic Goal 3: Sustainably balance the use of resources while supporting communities and the economy

### Strategic Objective 3.1: Future energy needs will be increasingly met through renewable and sustainable sources

	Draft Performance Goal	Performance Measures	Bureaus
3.1.1	The public has access to at least 25,000 MW of clean energy from public lands and National Forest System lands by 2025.	1. (BLM) Number of megawatts of approved capacity authorized on public land for renewable energy development while ensuring full environmental review	BLM
3.1.2	The public benefits from an electric grid that has access to 30 GW of offshore wind renewable energy capacity by 2030.	1. (BOEM) Number of project plan reviews completed consistent with the goal of 16 plans completed by 2025 2. (BOEM, BSEE) Cumulative GW of approved construction and operations plans for offshore wind projects (Agency Priority Goal) 3. (BOEM, BSEE) Number of commercial offshore wind lease sales held (Agency Priority Goal)	BOEM, BSEE
3.1.3	The public benefits from improved management practices, guidance, policies, and resource assessments that support environmentally sound renewable energy development.	1. (FWS) Percentage of renewable energy programs, plans, and projects reviewed in a timely manner 2. (USGS) Percentage completion of geothermal resource assessments	USGS, FWS

### Strategic Objective 3.2: Current energy needs are met through balanced resource use

	Draft Performance Goal	Performance Measures	Bureaus
3.2.1	Customers reliant on conventional or renewable energy resources have reliable energy to meet their needs.	1. (BOEM) Number of wind energy lease sales held consistent with the BOEM 2021-2025 Leasing Strategy 2. (BOEM) Finalize the National OCS Oil and Gas Leasing Program, and hold any lease sales pursuant to that National OCS Oil and Gas Leasing Program 3. (USBR) An increase in hydropower facility reliability, measured via a reduction in capacity at risk due to poor powertrain components	BOEM, USBR
3.2.2	People and the environment are protected from harms caused by conventional energy development.	1. (BOEM) Percent of OCS acres identified and tracked for potential exclusion from oil and gas leasing consistent with the goals of America the Beautiful 2. (BSEE) Amount of Operational Offshore Oil Spilled per Million Barrels Produced	BOEM, BSEE, OSMRE

		<ol style="list-style-type: none"> <li>3. (BSEE) Number of recordable injuries per 200,000 offshore labor hours worked</li> <li>4. (OSMRE) Percentage of bonded acres reclaimed to intended post-mining land use</li> </ol>	
3.2.3	Current and future generations benefit from a fossil fuel program that supports cutting greenhouse gas emissions in half by 2030 and achieving net zero greenhouse gas emissions by 2050.	<ol style="list-style-type: none"> <li>1. (OEPC, PAM) The metric tons of greenhouse gas emissions the Department releases (Agency Priority Goal)</li> </ol>	OEPC, PAM

**Strategic Objective 3.3: Land, water, and mineral resources support the diverse needs of communities**

	<b>Draft Performance Goal</b>	<b>Performance Measures</b>	<b>Bureaus</b>
3.3.1	Communities have access to more robust water data, nationally consistent water availability assessments and predictions, and modeling tools to make decisions under changing climate conditions, competing urban, agricultural, and ecological demands.	<ol style="list-style-type: none"> <li>1. (USGS) Percentage progress toward the delivery of an Integrated National Water Census</li> <li>2. (USGS) Percentage progress toward the development, testing, and delivery of modern water prediction tools to the public.</li> <li>3. (USGS) Percentage progress toward full implementation of the Next-Generation Water Observing System design</li> </ol>	USGS
3.3.2	Residents of the western United States have a sustainable water supply to address impacts of drought and climate change.	<ol style="list-style-type: none"> <li>1. (USBR) Acre-feet of water conservation capacity enabled to help address drought. (Agency Priority Goal)</li> <li>2. (CUPCA) Annual increase in acre feet of water conveyed to communities</li> </ol>	USBR, CUPCA
3.3.3	Communities, scientists, and other stakeholders have the information needed to make informed decisions about nationwide critical mineral potential and geologic resources.	<ol style="list-style-type: none"> <li>1. (USGS) Percentage of US land-area coverage available to the public over the internet through the National Geologic Map Database.</li> <li>2. (USGS) Percentage of areas with potential for minerals critical to economic sectors such as low-carbon energy generation and storage, consumer technologies, and national security that are covered by high-resolution geophysical data</li> </ol>	USGS
3.3.4	Communities benefit from a balanced approach to using and conserving resources.	<ol style="list-style-type: none"> <li>1. (BOEM) Percentage of sand and gravel requests processed, including necessary environmental reviews, within timelines requested by partners to meet their conservation and resilience initiative needs</li> </ol>	BOEM



## Strategic Goal 4: Serve and honor the public trust

### Strategic Objective 4.1: People, communities and organizations benefit from DOI data, science, and information.

	<b>Performance Goal</b>	<b>Performance Measures</b>	<b>Bureaus</b>
4.1.1	People, communities, and organizations have equitable access to DOI data resources.	<ol style="list-style-type: none"> <li>1. (OCIO) The Department will development performance measures on open data and data transparency</li> <li>2. (USBR) Number of datasets published in standard, machine readable formats, facilitating their use by DOI Bureaus, communities, and partners in building climate resilience</li> </ol>	OCIO, USBR
4.1.2	People, communities, and organizations benefit from information that is inclusive and reflects the needs of diverse populations.	<ol style="list-style-type: none"> <li>1. (OCIO) The Department will development performance measures on data interoperability and re-usability</li> <li>2. (USGS) Percentage of projects that provide science directly to tribal, indigenous, and underserved communities to help in climate adaptation and planning</li> </ol>	OCIO, USGS
4.1.3	People, communities, and organizations benefit from science resources to enhance their resilience to natural hazards and environmental change.	<ol style="list-style-type: none"> <li>1. (USGS) Percentage of progress towards a fully built out Advanced National Seismic Systems (ANSS)</li> <li>2. (USGS) Percentage completion of volcano hazards assessments at high threat and very high threat volcanoes</li> <li>3. (USGS) Percentage completion of science products on coastal change, including change from extreme events and climate change, and management practices provided to inform decisions on risk reduction, resilience, and resource management and restoration</li> <li>4. (USGS) Percentage of progress toward delivering science and information for landslide events, forecasts, and assessments</li> </ol>	USGS
4.1.4	People, communities, and organizations benefit from information made available for land and resource management.	<ol style="list-style-type: none"> <li>1. (USGS) Number of terabytes of data managed and made available to land and resource managers and researchers that reflects a historical continuous global record of remotely sensed imagery</li> <li>2. (USGS) Percentage completion of rating tool for measuring partner satisfaction with Land Management Research products</li> <li>3. (USGS) Percentage of core topographic base mapping products available through the Dynamic Mapping Application</li> <li>4. (USGS) Percentage of products that advance understanding of patterns and impacts of changing climate and land use on natural</li> </ol>	USGS

		resources and ecosystems that are cited within 3 years	
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**Strategic Objective 4.2: Access to opportunities, services, and resources is equitable and just**

	Performance Goal	Performance Measures	Bureaus/ Offices
4.2.1	People from historically underserved communities have equitable access to DOI STEM education and research opportunities	<ol style="list-style-type: none"> <li>(OHC) Percentage of DOI Partnership agreements with HBCUs, Tribal, Minority Serving Institutions and other institutions that advance opportunities for students from historically underserved and diverse communities</li> <li>(OHC) Percentage of internships awarded to students from diverse populations</li> </ol>	OHC
4.2.2	Historically underserved business owners have equitable access to DOI business and grant opportunities	<ol style="list-style-type: none"> <li>(OSDBU) Improvement of resources available to historically underrepresented small and socio-economically disadvantaged businesses, interested in competing for DOI contracts</li> <li>(OGM) Improvement in outreach to historically underrepresented small and socio-economically disadvantaged businesses interested in competing for DOI grants</li> </ol>	OSDBU, OGM
4.2.3	Historically underserved communities' benefit from DOI managed land decisions, plans and investments	<ol style="list-style-type: none"> <li>(OEPC) Percentage of covered investments going to disadvantaged communities</li> </ol>	OEPC

**Strategic Objective 4.3: The DOI workforce is diverse, safe, engaged, and committed to the DOI mission**

	Performance Goal	Performance Measures	Bureaus
4.3.1	Employees recruited and hired at DOI reflect the diversity of the nation.	<ol style="list-style-type: none"> <li>(OHC) Percent of applicants from underserved populations</li> <li>(OHC) Percent of interns from minority serving institutions</li> </ol>	OHC
4.3.2	DOI Employees can fully contribute to achieving DOI's missions, fostered by an inclusive and safe workplace culture.	<ol style="list-style-type: none"> <li>(OHC) Retention Rate for commonly filled and mission critical occupations</li> </ol>	OHC
4.3.3	DOI employees experience safety, wellness and positive work/life balance, and work in an environment	<ol style="list-style-type: none"> <li>(OHC) Percent reduction in complaints related to harassment and bias</li> <li>(OHC) Unfairness-based turnover rate</li> </ol>	OHC

	free of harassment and bias.		
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**Strategic Objective 4.4: There is confidence and satisfaction in the Department of the Interior**

	<b>Performance Goal</b>	<b>Performance Measures</b>	<b>Bureaus</b>
4.4.1	DOI facilities are well maintained and available to serve the American public.	<ol style="list-style-type: none"> <li>1. (USBR) Maintain 85% of water infrastructure facilities in acceptable condition.</li> <li>2. (USBR) Percent of hydropower facilities in good condition as measures by the facility reliability rating</li> <li>3. (OS) Amount of deferred maintenance retired at the portfolio level</li> <li>4. (OS) Ratio of deferred maintenance retired per dollar of funding spent at the project level</li> </ol>	OS, USBR
4.4.2	Communities, property, and DOI managed resources are safe and resilient.	<ol style="list-style-type: none"> <li>1. (OLES) Law Enforcement Equity Task Force Milestone Completion</li> <li>2. (OCIO)FISMA Resilience Score</li> </ol>	OLES, OCIO
4.4.3	DOI infrastructure investments benefit vulnerable communities, the public, and the environment.	<ol style="list-style-type: none"> <li>1. (OS) Department will develop performance measures to show results for the Bipartisan Infrastructure Bill</li> </ol>	OS

### List of Acronyms

<b>ACRONYM</b>	<b>DESCRIPTION</b>
AS-IA	Assistant Secretary for Indian Affairs
BIA	Bureau of Indian Affairs
BIE	Bureau of Indian Education
BLM	Bureau of Land Management
BOEM	Bureau of Ocean Energy Management
BSEE	Bureau of Safety and Environmental Enforcement
BTFA	Bureau of Trust Fund Administration
CUPCA	Central Utah Project Completion Act Office
FWS	U.S. Fish and Wildlife Services
NPS	National Park Service
OHC	Office of Human Capital
OIA	Office of Insular Affairs
OCIO	Office of the Chief Information Officer
OEPC	Office of Environmental Policy and Compliance
OGM	Office of Grants Management
OLES	Office of Law Enforcement and Security
ONHR	Office of Native Hawaiian Relations
OS	Office of the Secretary
OSDBU	Office of Small and Disadvantage Business Utilization
OWF	Office of Wildland Fire
PAM	Office of Acquisition and Property Management
SOL	Office of the Solicitor
USGS	United States Geological Survey
USBR	Bureau of Reclamation

