

FY 2021-2022 Annual Performance Plan



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Introduction

The Department of the Interior (DOI, Department, or Interior) conserves and manages the Nation's natural resources and cultural heritage for the benefit and enjoyment of the American people, provides scientific and other information about natural resources and natural hazards to address societal challenges and create opportunities for the American people, and honors the Nation's trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities.

The Department manages the Nation's tribal and public lands and minerals, including managing more than 480 million surface acres of public lands 700 million acres of subsurface minerals, and 2.5 billion acres of the Outer Continental Shelf. The Department is the steward of 20 percent of the Nation's lands, including national parks, national wildlife refuges, and the public lands. It manages resources providing approximately 17 percent of the Nation's energy; delivers and manages water in the 17 Western states and supplies 15 percent of the Nation's hydropower energy; and upholds Federal trust responsibilities to 574 Federally recognized Indian tribes, Alaska Native communities, and insular areas. The Department also partners with states to manage wildlife, promote healthy forests and suppress fire, manage energy resource development (oil, gas, coal, hydro, geothermal, wind, and solar) on its lands and offshore areas, promote outdoor recreation (including hunting, fishing, bird watching, boating, hiking, and biking), preserve and protect natural and cultural resources, and provide mapping, geological, hydrological, and biological science for the Nation.

This Annual Performance Plan (APP) is a look forward to Fiscal Year (FY) 2021 and FY 2022 and reflects the goals, objectives, and performance targets of the previous administration. In June 2022, the Department published a new FY 2022-2026 Strategic Plan that reflects the vision, goals, and objectives of the Biden-Harris Administration and the Secretary of the Interior.

The DOI FY 2021-2022 APP supports the FY 2022 budget request which addresses the climate crisis, provides resources to tribal nations, restores balance on public lands and waters, advances environmental justice, and invests in a clean energy future. Specifically, the FY 2022 budget lays out the important role Interior will play to accomplish the Administration's goals to:

- Strengthen climate resilience and conservation partnerships;
- Create jobs and invest in healthy lands, waters, and economies of energy communities across the country;
- Increase renewable energy production on public lands and waters to support a carbon pollution-free power sector by 2035;
- Advance science and transparency across the Department and better incorporate scientific information into evidence-driven programmatic decisions;
- Honor and strengthen commitments to tribal nations by increasing investments in self-determination and self-government programs to bolster tribal sovereignty;
- Advance equity and racial justice and support underserved communities; and
- Rebuild core functions and capacities within Interior.

The FY 2022 budget invests in America's future with a focus on adaptive management and increasing resilience to the changing climate; creating jobs and stimulating economic development; using science to inform; strengthening tribal nations' self-determination; expanding inclusion of historically underrepresented communities; promoting environmental justice; delivering Interior's

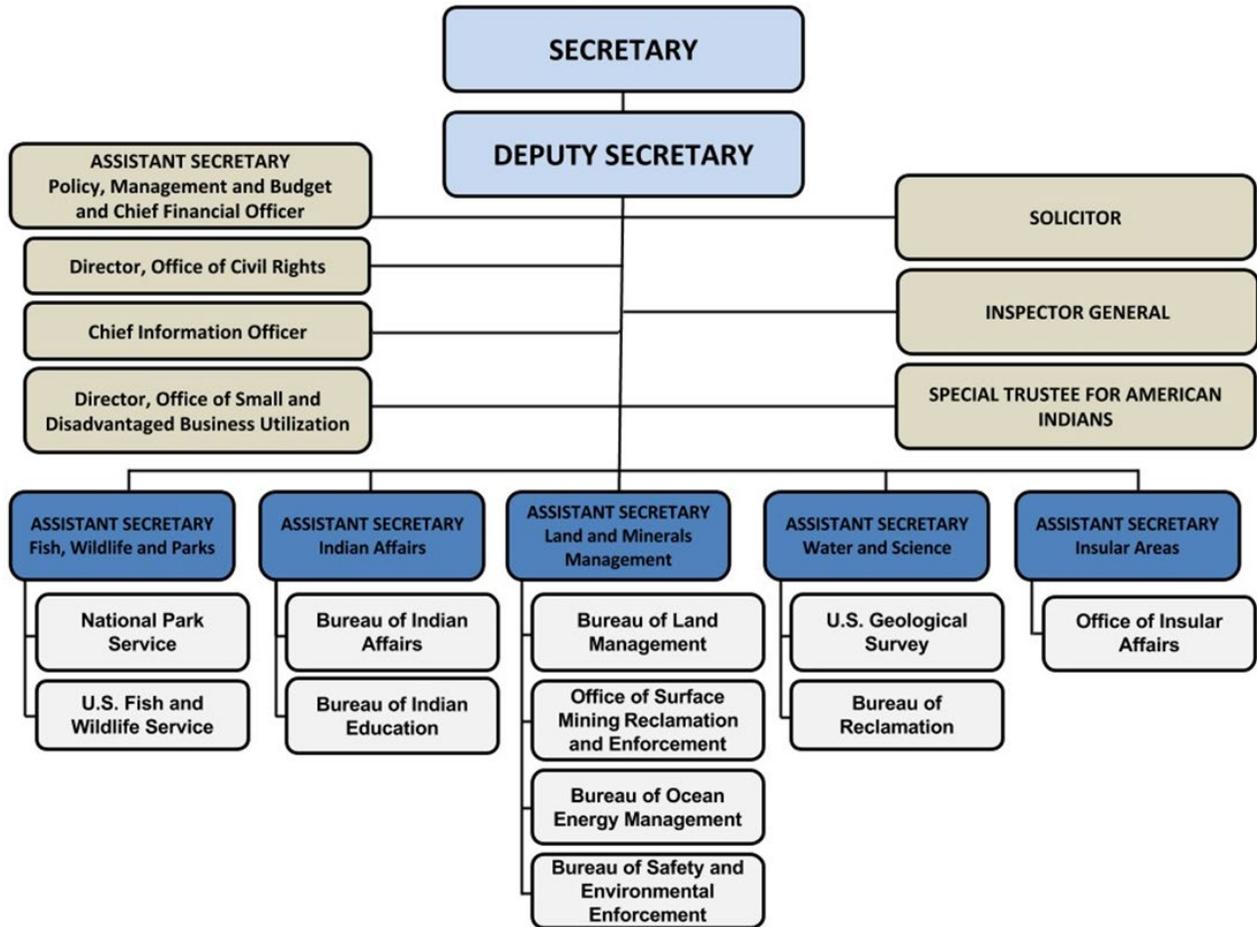
Introduction

core services; and providing effective stewardship of America's national treasures. Complete FY 2022 DOI budget information can be found on the Office of Budget Website: [U.S. Department of the Interior Fiscal Year 2022 Budget](#).

This report was prepared and submitted to maintain compliance with the requirements of the Government Performance and Results Act Modernization Act of 2010 (GPRAMA), P.L. 111-352, which mandates an annual assessment of the Department's progress toward achieving existing strategic plan goals.

Bureau and Office Summaries

DOI Organization Chart



Bureau and Offices



**Department of the Interior
(DOI)**
Departmental Offices

Immediate Office of the Secretary, Deputy Secretary, and Assistant Secretaries; Office of the Solicitor; Policy, Management, and Budget provides leadership and support the following:

- » Budget, Finance, Grants, Acquisition, and Administrative Services
- » Public Safety, Resource Protection, and Emergency Services
- » Natural Resources Revenue Management
- » Human Capital and Diversity
- » Information Management and Technology
- » Diversity, Inclusion, and Civil Rights
- » Policy and Environmental Management
- » Natural Resource Damage Assessment and Restoration
- » Wildland Fire Management
- » Native Hawaiian Relations
- » Office of Inspector General
- » Bureau of Trust Funds Administration (BTFA)



Bureau of Indian Affairs (BIA)

Fulfills Indian trust responsibilities.

Promotes self-determination on behalf of 574 Federally recognized Indian Tribes and Alaska Natives, as well as insular areas.

Funds self-governance compacts and self-determination contracts to support Federal programs including natural resource and land management, public safety and justice, human services and economic development programs that are delivered by Tribal Nations.



**Bureau of Indian Education
(BIE)**

Supports 183 elementary and secondary schools and dormitories, providing educational services to approximately 46,000 students in 23 states.

Supports 33 community colleges, universities, post-secondary schools, and technical colleges.

Funds self-governance compacts and self-determination contracts to support Federal education programs that are delivered by Tribal Nations.

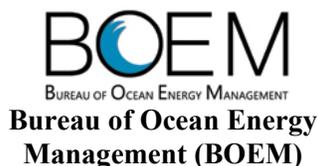


**Bureau of Land Management
(BLM)**

Manages public lands for the benefit of all Americans under the dual framework of multiple use and sustained yield on nearly 250 million surface acres, as well as 700 million acres of subsurface mineral estate.

Priorities include:

- » Making full use of the Nation's domestic energy and mineral resources, including conventional and renewable energy sources
- » Serving American families by providing outdoor recreation opportunities that are key to the Nation's heritage and its economy
- » Managing working landscapes to support sustainable livestock grazing operations; and timber and biomass production
- » Developing and maintaining strong partnerships with state, local, and private stakeholders in shared conservation stewardship



Manages access to renewable and conventional energy resources of the Outer Continental Shelf (OCS) in an environmentally and economically responsible way.
Administers 2,680 active fluid mineral leases on almost 2.5 billion OCS acres.
Oversees 3 percent of the natural gas and 16 percent of the oil produced domestically.
Oversees lease and grant issuance for offshore renewable energy projects.
Manages leasing for marine mineral resources such as sand to facilitate beach replenishment and coastal nourishment projects.
Develops, conducts, and oversees scientific research on the human, marine, and coastal environments to inform policy decisions.



Manages, develops, and protects water and related resources in an environmentally and economically sound manner in the interest of the American public.
Largest wholesale supplier of water in the Nation.
Manages 492 dams and 338 reservoirs.
Delivers water to 1 in every 5 western farmers and more than 31 million people.
America's second largest producer of hydroelectric power.



Fosters safe, environmentally sustainable, energy production from the 1.7 billion-acre OCS for America's energy future.
Conducts inspections, permitting, incident and equipment failure analysis, oil spill preparedness and enforcement programs all aimed at promoting a culture of safety and environmental stewardship, focused on reducing risk to those who work offshore.
Supports the technical expertise to engage, collaborate, and innovate, all to tap the full potential of OCS energy resources.



Manages the lands and waters of the 850 million-acre National Wildlife Refuge System, primarily for the benefit of fish and wildlife.
Manages 84 National Fish Hatchery System facilities for native aquatic species recovery and restoration, recreational fishing benefits, and tribal trust responsibilities.
Protects and conserves migratory birds, interjurisdictional fisheries, threatened and endangered species, and certain marine mammals.
Hosts more than 60 million visitors annually at more than 567 refuges located in all 50 states and 38 wetland management districts.



Insular and International Affairs

Coordinates Federal policy for the territories of American Samoa, The Commonwealth of the Northern Marina Islands, Guam, the U.S. Virgin Islands;
Oversees the Department’s involvement with oceans policy;
Manages the Department’s involvement in international affairs; and
Responsible for administering and overseeing U.S. Federal assistance to the Federated States of Micronesia (FSM), the Republic of the Marshall Islands, and the Republic of Palau (Palau) under the Compacts of Free Association, as well as providing technical and financial assistance to all the insular areas.
Note: Includes Office of Insular Affairs (OIA) and Office of International Affairs



National Park Service (NPS)

Maintains and manages a network of 423 natural, cultural, and recreational sites for the benefit and enjoyment of the American people.
Manages and protects over 26,000 historic and prehistoric structures, over 44 million acres of designated wilderness, and a wide range of museum collections and cultural and natural landscapes.
Provides outdoor recreation to approximately 300 million visitors annually.
Provides technical assistance and support to state, tribal, and local natural and cultural resource sites and programs and fulfills responsibilities under the National Historic Preservation Act of 1966.



Office of Surface Mining Reclamation and Enforcement (OSMRE)

Protects the environment during coal mining through Federal programs, grants to states and tribes, and oversight activities.
Ensures the land is reclaimed after sealing mines.
Mitigates the effects of past coal mining by reclaiming abandoned coal mine lands.



U.S. Geological Survey (USGS)

Produces information to increase understanding of natural hazards such as earthquakes, volcanoes, landslides, coastal hazards, and geomagnetic storms.
Conducts research and delivers assessments on oil, gas, and alternative energy potential, production, consumption, and environmental effects.
Conducts reliable scientific research on land resources, mineral assessments, and water resources to inform effective decision making and planning.
Provides scientific information that supports natural resource decisions.
Produces remote sensing imagery, topographic geologic, hydrographic, biogeographic data, and maps.

Tracking Progress and Annual Updates

The [GPRM Modernization Act of 2010](#) established the need for agencies to identify performance goals, report progress against targets, and conduct data-driven reviews. These practices serve two key purposes for stakeholders within and outside of the organization: (1) to assess the organization's health and impact; and (2) to inform decision making, resource allocation, and strategy. The Department will review strategic objectives and performance goals and measures annually, and agency priority goals quarterly, to continuously learn and improve as we advance our outcomes in the Department's strategic plan. The DOI organizational performance reviews provide a regular forum for open dialogue and coordination between Department, bureau, and office leadership, bringing together different perspectives to set and align priorities, identify and solve problems, review agency performance goals, and drive evidence-informed decisions and results. The annual and quarterly cycles integrate statutory requirements to conduct organizational performance reviews of agency strategic objectives, agency priority goals, and cross-agency priority goals.

Along with reviews of strategic objectives, agency priority goals, and cross-agency priority goals, DOI assesses the past year's performance and sets targets for the next fiscal year. The results of these reviews are published in the DOI Annual Performance Plan and Report and published on the [DOI performance management website](#).

Data Accuracy and Reliability

The Department ensures the accuracy and reliability of the performance data in its Annual Performance Plan (APP) and the performance data tables in accordance with the [GPRM Modernization Act of 2010](#) (GPRAMA) five data quality specifications for:

Means used to verify and validate measured values: All performance data reported in the APP and on <http://www.performance.gov/> by the Department is subject to the data verification and validation standards initially published in 2003 and reissued in 2007 (see <https://www.doi.gov/performance/data-validation-and-verification>). Implementing organization heads or chief officials confirm in writing the validity of the data and present the data on a quarterly basis to the Deputy Secretary.

Sources for the data: Program managers provide performance data based on their observations that can include extrapolations of selected representative samples or history adjusted for estimates of changing conditions. The data is tracked and maintained in separate systems. Following review by the providing bureau or office, data is collected, reviewed, integrated, and maintained by the Department's Office of Planning and Performance Management (PPP) in its APP available through the Department's Budget and Performance Portal (www.doi.gov/performance), and www.performance.gov.

Level of accuracy required for the intended use of the data: Performance data reported in the APP and on <http://www.performance.gov/> is used for management purposes, as a representative indicator of progress in relation to a target or goal established by the corresponding implementing organization. The accuracy of the information is that which is considered necessary to provide a reasonable representation of the progress made relative to a target or goal for discussion purposes, to help:

- determine if the progress is considered adequate;
- provide understanding of the ability for the processes and methods being implemented to achieve the goal;

- indicate if any further exploration or evaluation is needed to better ensure achievement of the goal; and
- whether alternative action, including adjusting funding levels, facilities, workforce, information technology (IT) capabilities, etc., is needed to help better ensure achievement of the goal.

Limitations to the data at the required level of accuracy: Performance data is subject to potential errors from the use of estimations and extrapolations (especially where direct measurement is impractical and/or too costly), individual observation, miscommunication, and/or failure to effectively employ the guidance described in the performance measure template or the “Indicator” description in <http://www.performance.gov/>. However, based on multiple review levels and accuracy certifications, these limitations are not significant.

How the agency has compensated for such limitations if needed, to reach the required level of accuracy: The measurement procedures for each performance measure used in the APR are described and documented in data measurement templates posted on the Office of Management and Budget (OMB) MAX website, or described in the “Indicator” block for each APG on <http://www.performance.gov/>. Along with the implementing organization’s official assurance of faithfully employing the data verification and validation standards, submitted data are reviewed within the context of the scope and nature of the activity, plans, and experience to help confirm accuracy. Following review and verification by the submitting bureau or office, the data is reviewed again (within corresponding trends and programmatic context) by the Office of Planning and Performance Management to determine if further consultation with the data provider is necessary to adjust or correct the reported data before publication. Senior management and leadership consider this level of accuracy to be acceptable for their use of the data. Experience in using the data, historical trend and programmatic context assessments, and bureau data quality certifications indicate that the limitations are considered minor and compensating measures are not considered necessary.

In addition to employing the Department’s data validation and verification standards, and internal reviews of submitted data, the best “test” of the data’s accuracy is in its use. APG updates are reviewed during quarterly status reviews where senior officials report their data directly to the Deputy Secretary and are made publicly available through <http://www.performance.gov/>. Performance information is provided with historical, organizational, and supporting context to provide the reader with a fuller perspective of the data and is reviewed annually at the strategic objective level.

Mission Area 1: Conserving Our Land and Water

Mission Area 1: Conserving Our Land and Water

Goal 1: Utilize science in land, water, species, and habitat management for decisions and activities

1.1: Apply science to land and species management

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent completion of targeted land and water management research actions	USGS	100%	67%
Number of completed research actions		6	6
Number of planned research actions		6	9
Percent of people living in targeted watersheds covered by completed water quality models (SPARROW-SPAtially Referenced Regression on Watershed attributes)	USGS	100%	100%
Number of people covered by SPARROW model (in millions)		307	307
Total population (in millions)		307	307
Percent completion of planned water quality sampling and studies for the Nation's groundwater, streams, and rivers	USGS	88%	97%
Percent completion of the USGS National Water Census baseline	USGS	90%	100%
Percent completion of U.S. aquifer groundwater availability baseline studies	USGS	48%	50%
Number of aquifer assessments completed		19	20
Total number of aquifers		40	40
Percent completion of targeted species management research actions	USGS	100%	63%
Number of completed research actions		5	5
Number of planned research actions		5	8
Percent completion of targeted biological threats research actions	USGS	100%	100%
Number of completed biological threat actions		11	15
Number of planned biological threat actions		11	15
Percent completion of collaborative research projects on effects to fish and wildlife habitat from changing conditions	USGS	100%	67%
Number of collaborative projects completed		40	40
Number of targeted collaborative projects completed		40	60

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent of water withdrawals from Public Supply, Thermoelectric, and Irrigation reported to USGS from our partners of a defined quality level	USGS	25%	27%
Number of water withdrawals of defined quality		42	45
Total number of water withdrawals		168	168
Percentage of CRU Research Scientist Positions Staffed	USGS	92%	95%
Number of CRU research scientist positions staffed		110	115
Total number of CRU research scientist positions needed		119	121

Strategic Actions Planned through FY 2022

**U.S. Geological Survey
Ecosystems (ECO):**

- Deliver data to Federal and state managers and the public on distribution of aquatic invasive species through a Web-based platform that serves as an early warning and alert system for new species invasions with tools to identify potential invader species after large storm events.
- Provide data, technical expertise, and capacity to facilitate rapid response by states to new invasions of invasive plants and animals and develop species-specific controls to minimize application costs and ecological effects of treatments including: targeted chemicals for invasive carp, and zebra and quagga mussels; pheromones (chemical substances) for sea lamprey; and microbes to control mosquitoes, common reed, and cheatgrass.
- Test and refine new molecular and remote sensing technologies including environmental DNA (eDNA), drones, and infrared remote sensing to identify invasive species early in an invasion when chances of eradication success are highest.
- Support early detection and rapid response for invasive reptiles such as invasive pythons and black and white tegus in Florida, boa constrictors in the U.S. Virgin Islands, and brown treesnakes in Guam, including the Brown Treesnake Rapid Response Team. Improve the power of early detection tools and develop containment and control methods as part of the intergovernmental team preventing the spread of invasive carp into the Great Lakes and reducing their effects elsewhere in the Nation.
- Conduct population assessments for the following: Great Lakes forage fish used by states, tribes, and provinces to manage a \$7 billion commercial and recreational fishing industry; migratory birds used by National Flyway Councils to manage waterfowl hunting in the United States in cooperation with Canada and Mexico; and North American bats to understand impacts of the invasive fungal disease white-nose syndrome on control of insects that threaten agriculture and human health.
- Provide maps of real-time and forecasted plant and animal activity used by resource managers to predict and manage invasive species, insect pests, wildlife disease, recreational opportunities, and habitats within and across protected areas.
- Develop scientific information and tools for use by Interior bureaus and other Federal, state and tribal agencies to design and site energy, transportation, and other infrastructure to reduce conflict with wildlife and comply with laws and regulations.
- Provide research and decision support tools to address the science needs of FWS' five-year work plan for species listing decisions.
- Develop science and tools to identify habitat required to maintain target populations of Federally-listed species, candidate species, migratory species, and other species of management concern.
- Provide surveillance, diagnostics, source tracking, and management tools including vaccine development for nationally significant wildlife diseases such as avian influenza in birds, white nose syndrome in bats, and chronic wasting disease in large game species, such as deer and elk.
- Provide science to inform decisions about planning, managing, and using coastal areas for purposes as varied as resource management, economic development, and hazard mitigation.
- Provide research and decision support tools to manage Interior lands to reduce the risks of fire, invasive species, wildlife disease, and harmful algal blooms. Provide information on the most cost-effective and successful land and water conservation and restoration practices to support Interior lands and trust responsibilities.

- Provide integrated science to improve degraded large-scale ECO which provide surrounding communities with services such as clean water, flood control, and natural resources for multi-faceted economies based on outdoor recreation, commercial seafood harvest, and tourism.
- Expand work on threats to fish and wildlife, climate change, drought, extreme storm events, and invasive species and disease.
- Expand capacity on science to support understanding of climate adaptation, mitigation, and impacts to natural resources to provide actionable science in support of policy and management decisions to assist natural resource managers, particularly at Interior bureaus, and adapt to future climate related changes.
- Implement research and surveillance to support an adaptive management approach to changing climates in prioritized regions.
- Accelerate efforts along two complementary approaches: development of climate adaptation services and support the climate science needs identified in the DOI Climate Action plan; and ramping up efforts by our regional Climate Adaptation Science Centers stakeholder advisory committees to support DOI and their partners' science priorities.
- Build upon existing partnerships with tribal and indigenous communities to integrate traditional knowledge into climate research and expand capacity building efforts so that tribal communities, including remote communities such as those in Alaska and the western Pacific, can more easily participate in research endeavors and access needed information.
- Deliver the science to understand the key linkages between climate change and biodiversity.

Water Resources:

- Conduct research on water availability; synthesizing, predicting, and reporting information at regional and national scales; enhancing the Nation's water modeling and prediction capability; and compiling and reporting water information in ways that are useful to states.
- Develop and deliver the National Water Census, a near-real time census and forecast, of water availability integrating water quantity, quality, and use; indicators of socioeconomic demand; and, impacts of climate-related stressors to forecast water availability for human and ecological needs.
- Continue work on the National Integrated Water Availability Assessment (IWAA), including incorporating groundwater vulnerability in to the National Water Census, as well as developing a methodology to integrate water availability trends to represent quantity, quality, and use.
- Continue work on regional IWAA's in the Delaware and Upper Colorado River Basins, and begin work in the Illinois River Basin, in collaboration and coordination with the Next-Generation Water Observing System (NGWOS) and the Integrated Water Prediction program.
- Complete the National Water Census water budget component baseline estimates by 2022.
- Develop and advance multi-scale modeling capabilities, and the required infrastructure, to conduct water availability assessments, as well as seasonal and decadal prediction

- Develop data-driven methods to prototype early warning of drought conditions (onset, duration, and severity), including potential impacts to different components of water availability and ecological flows most vulnerable to drought.
- Develop the capacity to produce near-real time predictions of the impacts of wildfire on water-availability using a strategic, nationally consistent, approach to quantify critical drivers of water-quality impairment.
- Integrate water quality models, such as those that look at changes in nutrients, water reuse, sediment, pesticides, and emerging toxins like those produced by harmful algal blooms, into national and regional IWAAAs.
- Evaluate water availability indicators and trends, inclusive of both quantity and quality, and the factors driving observed trends in water availability.
- Develop and apply models that estimate withdrawal related to water use.
- Operationalize field-scale evapotranspiration estimation techniques; develop new techniques to evaluate ecological flows in headwater streams; and, continue to focus on drought research, including determining the changing importance of snowmelt in the hydrologic cycle.
- Support long-term, nationally consistent monitoring of sediment, nutrients, and pesticides at 113 stream sites located on large inland and coastal rivers, as well as in small agricultural, urban, and minimally disturbed reference watersheds.

Mission Area 1: Conserving Our Land and Water

Goal 1: Utilize science in land, water, species, and habitat management for decisions and activities

1.2: Provide stewardship of land, surface water, stream, and shorelines, wildlife, bird, fish, and plant species

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of DOI acres that have achieved desired conditions where condition is known and as specified in management plans	DOI	91.6%	90.0%
Under control acres		1,060,107,533	1,064,885,879
Total acres		1,157,462,869	1,183,580,678
	BLM	64.1%	64.1%
Under control acres		159,000,000	159,000,000
Total acres		248,000,000	248,000,000
	FWS	99.8%	99.8%
Under control acres		831,037,533	864,523,551
Total acres		833,110,194	866,679,727
	NPS	91.8%	91.8%
Under control acres		70,070,000	70,100,000
Total acres		76,352,675	76,352,675
Percent of DOI riparian (stream/shoreline) miles that have achieved desired conditions where condition is known and as specified in management plans	DOI	93.5%	86.1%
Miles in desired condition		443,987	428,461
Total miles		474,674	497,512
	BLM	85.1%	85.1%
Miles in desired condition		133,350	133,350
Total miles		156,697	156,697
	FWS	97.7%	97.7%
Miles in desired condition		310,637	323,154
Total miles		317,977	330,790
Percent of baseline acres infested with target invasive plant species that are under control	DOI	0.4%	0.4%
Under control acres		306,838	299,531
Total acres		84,508,368	83,610,077
	BLM	0.3%	0.3%
Under control acres		210,000	200,000
Total acres		79,236,607	79,236,607
	BOR	93.9%	94.0%
Under control acres		5,467	4,409
Total acres		5,825	4,714
	FWS	1.3%	1.4%
Under control acres		41,371	43,038
Total acres		3,165,936	3,164,269
	NPS	2.4%	2.3%

Conserving Our Land and Water

Under control acres		50,000	50,200
Total acres		2,100,000	2,150,000
Percent of invasive animal species populations that are under control	DOI	9.0%	9.5%
Under control populations		302	304
Total populations		3,359	3,208
	FWS	5.6%	5.6%
Under control populations		102	100
Total populations		1,829	1,800
	NPS	13.1%	13.5%
Under control populations		200	210
Total populations		1,530	1,560
Percent completion of abandoned coal mine lands restored by eliminating health, safety, and environmental concerns.	OSMRE	58%	59%
Restored acres		627,514	640,514
Total acres		1,090,570	1,090,570
Percent of active coal mining sites that are free of off-site impacts	OSMRE	91%	91%
Inspectable units free of off-site impacts		5,412	5,337
Total inspectable units		5,947	5,865
Percent of coal mine acreage reclaimed to beneficial post-mining land use	OSMRE	45%	46%
Reclaimed acres		1,673,678	1,712,590
Total acres		3,749,504	3,745,096
Percent of threatened or endangered species listed for 2.5 years or more with a final recovery plan	FWS	73%	76%
Species with recovery plan		1,151	1,187
Number of listed species		1,572	1,571
Percent of five-year threatened or endangered species five-year status review recommendations to down list or delist acted on within five years (prior to next status review)	FWS	19%	24%
Recommendations acted on within five years		22	29
Total recommendations		114	121
Percent of listed species with current five-year reviews (completed in the last five years)	FWS	75%	88%
Reviewed species		1,192	1,392
Number of listed species		1,589	1,586
Percent of rules and findings completed based on threatened or endangered Species Status Assessments	FWS	70%	88%
Completed rules and findings		48	64
Identified rules and findings		69	73

Percent of threatened and endangered species listings with proposed critical habitat	FWS	69%	85%
Species with proposed habitat listings		24	35
Number of listings		35	41
Percent of migratory bird species that are at healthy and sustainable levels	FWS	76.0%	76.0%
Number of healthy species		831	831
Total number of species		1,093	1,093
Percent of fish species of management concern that are managed to self-sustaining levels, in cooperation with affected states, tribes, and others, as defined in approved management documents	FWS	27.5%	27.5%
Self-sustaining species		52	52
Total number of species		189	189

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent of Wild Horse and Burro Management herd management areas (HMAs) achieving appropriate management levels	BLM	19%	15%
HMAs with appropriate management levels		33	27
Total HMAs		177	177
Percent of resource management plans completed within four years of start	BLM	45%	47%
Completed resource management plans		59	61
Total resource management plans		131	131
Number of threatened or endangered species recovery activities implemented	DOI	1,719	1,720
Implemented activities	BLM	1,600	1,600
Implemented activities	BOR	119	120
Number of acre feet of optimum refuge water supply delivered	BOR	52,250	52,250

Strategic Actions Planned Through FY 2022

U.S. Fish and Wildlife Service

- Collaborate with private landowners and other conservation partners to voluntarily protect, conserve, and restore their lands to keep working lands in traditional uses while improving habitat and water quality to benefit species. With nearly two-thirds of U.S. land in private ownership, working with private landowners is crucial in meeting the goal of conserving 30 percent of U.S. lands and waters by 2030. Private lands conservation will be at the forefront in combating warming temperatures and global climate change. Voluntary restoration projects will stimulate local economies and act as a catalyst for job creation and rebuilding our economy.
- Work with state and Federal partners, using early detection, rapid assessment, containment, rapid response, and control efforts, to prevent the spread of invasive carp into the Great Lakes and the expansion of invasive carp in the upper Mississippi, Ohio, and Missouri River basins.
- Conduct the environmental review of Gulf Coast restoration projects funded by Deepwater Horizon and RESTORE Act funds so that projects can move through the review process in a timely fashion.
- Combat illegal wildlife trafficking through strengthening law enforcement, reducing demand for illegally-traded wildlife, and expanding international cooperation and

commitment to address the threat, and implement a multi-phased approach to shift from a paper-based permitting system to implementing a modern, Web-based permitting system.

- Support implementation of the approved National Listing Workplan related to 12-month findings, listing rules, and critical habitat rules that are required by the Endangered Species Act.
- Update the national wetlands layer data by working extensively with other Federal and state partners; and complete the collection of data for the sixth decadal report to Congress on the status and trends of the Nation's wetlands.
- Submit final recommended maps of the Coastal Barrier Resources System from Maine to Virginia, and the accompanying report to Congress.
- Maintain current stock assessment reports for Marine Mammal Protection Act protected species, process and issue Incidental Take Regulations, and engage in and support conservation partnerships to address animal standings and unusual mortality events.
- Support work to complete the recovery responsibilities required by statute: preparing recovery plans for newly listed species within two and a half years of the final listing, reducing the recovery plan backlog, completing five-year reviews for approximately 20 percent of the species annually, acting on the recommendations to reclassify or delist species, and encouraging collaborative partnerships with others for recovery implementation.
- Provide staff and funds to support on-the-ground recovery of listed species that prevent extinction and expand recovery efforts.

Bureau of Land Management

- Develop and conduct science-based strategic and essential conservation actions to maintain sustainable populations of wildlife.
- Restore and maintain habitats to support populations of native wildlife and plants.
- Work with states, tribes, and other partners to conserve big game winter range and migration corridors.
- Implement on-the-ground conservation in priority areas in partnership with others while providing access to energy resources and minerals.
- Work closely with state fish and wildlife agencies on wildlife resource issues, including support for implementation of state wildlife action plans, which establish broad-scale wildlife priorities and identify the species and habitats of greatest conservation need.
- Address the population of wild horses and burros above the appropriate management level by increasing adoptions and sales, including incentivizing adoptions, seeking authority to transfer animals to local, state, and other Federal agencies for use as work animals, as well as extending the use of contraceptives and spaying and neutering animals before returning them to the range.
- Work with leading universities and USGS scientists to better refine wild horse and burro population growth suppression methods and overall herd management techniques.

National Park Service

- Conduct natural resources conservation and protection and complete a strategic selection of projects to focus resources toward the most critical high-priority natural resource needs in parks. Projects may include preservation of air and water quality and geological, paleontological, and marine resources; addressing invasive plants and animals; and the restoration of disturbed lands and riparian areas.
- Protect bats by conducting measures to control and manage White-Nose Syndrome and protect cave ECO.
- Dedicate special effort to the management of invasive quagga and zebra mussels, which threaten delicate aquatic ECO, renewable energy generation, and recreational opportunities including fishing and boating.

Bureau of Reclamation

- Evaluate strategies to continue efficient management of invasive species and their impact to project operations and address increasing concerns of quagga and zebra mussels in reservoirs.
- Collaborate with the California Department of Food and Agriculture to target invasive species infestations in the Redding, Calaveras, Chowchilla, and Tulare areas that could be a threat to resources near conveyance systems of the Central Valley Project.
- Implement riparian restoration on non-Department lands in partnership with other agencies.
- Reassess and monitor the implementation Land, Adaptive Management, and Integrated Monitoring and Research plans of the Platte River Program.
- Assess and monitor water quality parameters at the Palo Verde Diversion Dam on the lower Colorado River, in accordance with National Pollutant Discharge Elimination System permit plan and aquatic application plan.
- Refine and implement long-term water reliability strategies to meet optimum refuge water supply, ensuring that each year the 19 Central Valley Project refuges receive water of specified quantity, timing, and suitable quality to support their wetland and aquatic environments.
- Focus effort to maintain the Long-Term Experimental and Management Plan Environmental Impact Statement operation of Glen Canyon Dam in cooperation with NPS, USGS, and the Department of Energy (DOE) Argonne National Lab.
- Re-assess and advance the Middle Rio Grande Collaborative Program agreement to provide funds for the purchase of water and support Rio Grande silvery minnow during periods of low flow in the Middle Rio Grande River.

Office of Surface Mining Reclamation and Enforcement

- Restore abandoned mine lands to improve environmental quality and reduce the potential for exposure of hazards to the public.
- Sustain training and technical assistance to states and tribes for area-wide reclamation planning.

- Provide technical support and assistance to states and tribes to help develop and support best practices in mining and reclamation.
- Ensure prompt problem identification and resolution at mine sites to prevent off-site impacts.
- After concluding formal tribal consultation, launch a tribal regulatory program and Federal reclamation program to reclaim coal-mined land and clean up abandoned mine lands in the state of Oklahoma in response to U.S. Supreme Court decision *McGirt v. Oklahoma*.

Mission Area 1: Conserving Our Land and Water

Goal 2: Manage DOI water storage and delivery to resolve conflicts and expand capacity

2.1: Manage water resources and delivery

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of water infrastructure in good condition as measured by the Facility Reliability Rating [high- and significant-hazard dams]	BOR	74%	74%
Infrastructure in good condition		253	253
Total infrastructure		343	343
Acre feet of water conservation capacity enabled through BOR's priority goal conservation programs (cumulative since 2010)	BOR	1,491,660	1,499,660
Annual percent of projects completed in support of water management, planning, and pre-development	BIA	77%	74%
Completed number of projects		62	62
Planned number of projects		81	84

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent of annual water facility condition assessments completed	BOR	100%	100%
Number of assessments completed		202	202
Total number of assessments		202	202
Annual acre feet of water reclaimed and delivered	BOR	420,467	459,235
Installed capacity of water conveyance systems in cubic feet per second (cfs)-miles (nominal flow rate (cfs)) per pipe size times installed length (miles)	BOR	474	715
Number of linear miles of functional BIA irrigation project canals servicing irrigated lands	BIA	96%	98%
Miles completed		5,633	5,250
Miles planned		5,854	5,353
Percent of maintenance projects that are completed within established timeframes	BIA	80%	90%
Number of projects completed		1,268	900
Total number of projects		1,585	1,000
Percent of formal reviews completed (Includes Periodic Facility Reviews and Comprehensive Facility Reviews on high and significant hazard dams, and Reviews of Operation and Maintenance examination at reserved works associated facilities)	BOR	100%	100%
Number of reviews completed		80	76
Number of reviews planned		80	76

Strategic Actions Planned through FY 2022

Bureau of Reclamation

- Use ranking systems for prioritizing maintenance, environmental, conservation, and planning activities to meet all of BOR's water challenges; address aging infrastructure maintenance needs and ensure the delivery of water and power.
- Assess the energy-saving benefits resulting from water conservation and the use of renewable hydroelectric energy.
- Seek new WaterSMART grant proposals and provide cost-shared funding for water conservation and efficiency projects.
- Issue WaterSMART grants funding opportunity for water marketing activities.
- Launch WaterSMART grants funding opportunity for Small-Scale Water Efficiency Projects.
- Advance the implementation of section 4009(c) of the Water Infrastructure Improvements for the Nation Act (P.L. 114-322) through the Title XVI Program.
- Monitor safety and implement required modifications with state-of-the-art design upgrades to ensure safety of dams.
- Verify and validate data used to report facility operations and maintenance (O&M) information, including major rehabilitation and replacements data and annual O&M costs.
- Install wide-head turbines to improve efficiencies.
- Issue grants and/or interagency agreements for threatened and endangered species recovery activities to provide significant benefits to the impacted species of California's Central Valley Project.

Bureau of Indian Affairs

- Continue to provide administrative cost support for tribes who are engaged in the protection of Indian water rights; maintain records as required by P.L. 93-638 (Indian Self-Determination and Education Assistance Act, as Amended) and track individual contracts that provide annually funded projects managed by tribes.
- Maintain and expand a managerial environment with tribes that promote healthy watersheds and sustainable, secure water supplies.
- Prioritize maintenance and rehabilitation activities to increase the irrigated acreage served by improving project canals.
- Continue to increase the number of maintenance projects completed and tracked through the Facilities Maintenance Management System.
- Continue to ensure compliance with operating guidance and provide training opportunities to improve project operations.

Mission Area 1: Conserving Our Land and Water

Goal 3: Foster partnerships to achieve balanced stewardship and use of public lands

3.1: Build and maintain partnership programs

(This includes the Central Utah Project Completion Act (CUPCA)).

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Number of estimated work hours in a national park unit, National Wildlife Refuge, or BLM unit that are performed or sponsored by a private citizen, National Service participant or non-Federal entity	DOI	5,568,240	9,404,757
Estimated work hours	BLM	900,000	900,000
Estimated work hours	FWS	868,240	1,343,240
Estimated work hours	NPS	3,800,000	4,200,000
Number of non-DOI acres restored, including through partnerships, as specified in plans or agreements that involve DOI	DOI	402,894	449,622
Acres	BOR	3,254	3,254
Acres	CUPCA	175	50
Acres	FWS	399,465	423,799
Number of non-DOI acres managed or protected to maintain desired condition, including acres restored through partnerships, as specified in management plans or agreements that involve DOI	FWS	271,126	458,411
Number of non-DOI riparian (stream/shoreline) miles restored, including through partnerships, as specified in plans or agreements that involve DOI	DOI	144	501
Miles	CUPCA	4	1
Miles	FWS	140	236

Strategic Actions Planned through FY 2022

U.S. Fish and Wildlife Service

- The National Wildlife Refuge System will recruit and mobilize more than 26,000 volunteers that contribute nearly one million hours annually to conservation and recreation programs.
- Collaborate with private landowners and other conservation partners to voluntarily protect, conserve, and restore their lands to keep working lands in traditional uses while improving habitat, and water quality to benefit species. With nearly two-thirds of U.S. land in private ownership, working with private landowners is crucial in meeting the goal of conserving 30 percent of U.S. lands and waters by 2030. Private lands conservation will be at the forefront in combating warming temperatures and global climate change. Voluntary restoration projects will stimulate local economies and act as a catalyst for job creation and rebuilding our economy.
- Work with state and Federal partners, using early detection, rapid assessment, containment, rapid response, and control efforts, to prevent the spread of invasive carp into the Great Lakes and the expansion of invasive carp in the upper Mississippi, Ohio, and Missouri River basins.

- Continue working with local partners on ecosystem restoration efforts, such as Klamath Basin, Chesapeake Bay, Everglades, and California Bay Delta.
- Collaborate with partners by providing technical assistance in evaluating the impacts of proposed Federal activities on fish, wildlife, and plants.
- Consider the needs of local underserved communities when advising on siting determinations, the impacts of Federal projects, and adapting to climate change.
- Prioritize Natural Resources Damage Assessment and Restoration activities to identify opportunities for new cases, accelerate assessment casework that has a nexus to underserved communities and increase capacity for restoration implementation to compensate injury to natural resources and benefit economic recovery.
- Participate in oil spill training, spill drills, and the formulation of regional contingency plans and area contingency plans.

National Park Service

- Cultivate partnerships with Federal and non-Federal entities to support resource management. Examples include NPS coordination of the Cooperative Ecosystem Studies Unit national network for research, technical assistance, education, and capacity building, as well as administration of the Rivers, Trails, and Conservation Assistance and National Natural Landmarks programs to support conservation and recreation.
- Foster interest in volunteerism through [Volunteer.gov](https://www.volunteer.gov), [NPS.gov](https://www.nps.gov), and social media channels.

Mission Area 1: Conserving Our Land and Water

Goal 4: Inform land use planning processes especially for public use and access

4.1: Inform land use planning with mapping and land imaging

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of land-area coverage available to the public through the National Geologic Map Database	USGS	55.0%	55.5%
Number of square miles mapped		1,945,591	1,963,278
Total U.S. square miles		3,537,438	3,537,438
Percent of foundational topographic information services updated quarterly to support on-demand mapping	USGS	100%	100%
Number of on-demand services refreshed		8	8
Total number of on-demand services		8	8
Percent completion of research efforts related to land resource management	USGS	100%	100%
Number of research actions completed		313	333
Number of research actions planned		313	333
Terabytes of remotely sensed data managed	USGS	28,758	29,908
Percentage increase of scientists using Advanced Research Computation (ARC), relative to a 2015 baseline	USGS	113%	122%
Cumulative number of additional scientists using ARC		1,025	1,100
Total number of scientists using ARC (2015)		900	900

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent of the Nation with National Hydrography Dataset Plus High Resolution produced	USGS	85.0%	86.5%
Square miles produced with National Hydrography Dataset Plus High Resolution		3,125,039	3,181,669
Total square miles in the Nation		3,676,516	3,676,516
Number of remotely sensed data products distributed to partners and stakeholders	USGS	27,815,040	26,702,438
Percent of the Nation with 3D Elevation Program (3DEP) quality data acquired (Total US)	USGS	84.0%	87.3%
Square miles produced with 3DEP quality data acquired		3,017,143	3,137,966
Total square miles required		3,592,762	3,592,762
Percent of planned Landsat 9 ground station development actions completed	USGS	100%	100%
Number of Landsat 9 actions completed		6	2
Total number of Landsat 9 actions		6	2

Percent completion of planned U.S. surface area coverage mapping via the National Land Cover Database (NLCD)	USGS	100%	100%
Number of maps via NLCD completed		100	100
Total number of maps via NLCD		100	100

Strategic Actions Planned through FY 2022

U.S. Geological Survey

Ecosystems (ECO):

- Conduct research and national-scale synthesis of natural patterns of drought and extreme events on terrestrial and aquatic communities, providing data to improve capabilities of resource managers and Interior bureaus to anticipate future changes in water availability and impacts on society, agriculture, and natural resources.
- Conduct analysis of long-term drivers, patterns, and impacts of sea-level change on coastal regions and infrastructure in support of natural resource management.
- Expand and accelerate research on how climate change and resource management activities influence carbon sequestration.
- Broaden and expedite research that integrates coupled physical and biological observations over multiple temporal and spatial scales, targeted experiments to determine the changing controls over systems, and modeling activities to better anticipate the impacts of a range of climate and land management scenarios.

Core Science Systems:

- Continue to collect high-resolution light detection and ranging 3DEP (lidar) elevation data to achieve the first-ever baseline of nation-wide lidar coverage to support a broad range of applications including infrastructure management, flood risk management, land use planning, renewable energy development and siting, wildfire risk prediction and mitigation, precision agriculture, improving the National Hydrography Dataset, and topographic map production.
- Continue acquisition of high-resolution hydrography data (NHDPlus HR) for the Nation to support climate change science, restoration of public lands and waters, flood prediction and response, infrastructure and clean energy development; and to complete 86.5 percent of the Nation's NHDPlus HR data by the end of 2022.
- By the end of FY 2022, provide a service to allow creation of on-demand, customizable topographic maps anywhere in the United States and ensure dynamic product availability for at least two core map products.
- Complete 100 percent of the first round of revision of topographic maps for Alaska by the end of 2022 using the updated elevation and hydrography data. These new maps and data are used in a broad range of applications including infrastructure planning, recreation, navigation safety, hazards mitigation, and Arctic wildlife assessments.
- Make available, through the National Geologic Map Database, detailed geologic maps covering an additional 20,000 square miles of the continental U.S. above the 2020 coverage in partnership with State geological surveys.
- Design, build, and interpret an integrated three-dimensional geologic framework for the Nation based on new and prior geologic mapping at regional to local scales to improve

mineral, energy, earthquake and landslide hazards assessments, ground water analyses, and infrastructure development.

- Enhance the USGS's high performance computing capabilities to support USGS and Interior computational, data, and management challenges, and enable more timely data transfer, analysis, adoption of artificial intelligence/machine learning technologies, and delivery of completed research results to support Secretarial priorities related to climate resilience, natural resource conservation, and recruitment of historically underrepresented communities in support of these capabilities.
- Enhance the Protected Areas Data of the United States by increasing Federal and tribal land data, incorporating additional state contributions for local and regional parks, implementing next-generation technologies, and contributing to public health, conservation and climate adaptation, and wildfire management to support the Administration's America the Beautiful initiative and other Departmental priorities.
- Reach the goal of 1,100 total scientists using the USGS ARC capabilities through intensive outreach and training in FY 2022. This represents an increase of 7 percent from 2021 in the number of scientists using ARC to improving capabilities to model, simulate, and predict changes to complex natural systems at regional and national scales and address Departmental priorities related to climate resilience, land conservation, and stewardship of our natural resources. ARC provides limited high-performance computing services to DOI bureaus and expects these partnerships to expand over the next several years.
- Support the use and development of field-based technology and related standards for purposes of expediting and expanding digital field data capture and real-time interpretation, data preservation, and dissemination.
- Prioritize efforts to preserve, expose, and reuse valuable physical geoscience samples (e.g., drilling cores and rock and sediment samples) and data (e.g., borehole logs, Geographic Information System databases, and maps). Provide support for approximately 15 state data preservation projects.
- Work to make detailed geologic maps publicly available for 55.5 percent of the U.S. by the end of FY 2022 through the National Geologic Map Database by optimizing the use of geological and geophysical surveys and national digital geospatial datasets to expand opportunities for the development of subsurface geologic interpretations, increase the interpretive resolution of surface mapping and boost geologic mapping productivity.
- Continue efforts on the Earth Mapping Resources Initiative (Earth MRI) to improve knowledge of the geologic framework in the United States and to identify areas that have the potential to contain undiscovered critical mineral resources.
- Update the National Land Cover Database to track land cover change from 1992 through 2019. Currently, the database identifies changes through 2016. This provides land managers information to support resource management plans and assessments.
- Conduct research and applications designed to understand and reduce risk from natural disasters, including developing evacuation response scenarios to tsunamis and characterizing and monitoring the wildland urban interface risk from wildfire.
- Finalize the development of the Landsat 9 ground and flight systems in close collaboration with the National Aeronautics and Space Administration (NASA) with a target launch in FY 2021 to replace Landsat 7, which is running out of fuel. Take

ownership of the satellite after on-orbit testing and verification for 90 to 100 days under NASA leadership.

- Continue operation of the Landsat 8 satellite and start operation of the Landsat 9 satellite to monitor water use, moisture content in soil and vegetation, and provide valuable insight on changing terrestrial surface conditions.
- Investigate and adapt unmanned aircraft technology to support many science needs (e.g., surface water dynamics, groundwater surveys, coastal erosion, fault line surveys, microclimate studies, wildlife surveys, coal mine reclamation, and harmful algal blooms) in difficult to access areas, at lower human risk and lower cost than traditional methods.

Mission Area 2: Generating Revenue and Utilizing Our Natural Resources

Mission Area 2: Generating Revenue and Utilizing Our Natural Resources

Goal 1: Ensure energy and economic security for America

1.1: Promote safe and robust oil, gas, coal, and renewable energy resource development

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of pending fluid minerals Applications for Permits to Drill (APDs) which are processed	BLM	53.9%	45.9%
Processed APDs		5,254	4,199
Total pending APDs		9,753	9,156
Percent of high-risk production facility and operations inspected	BSEE	95%	95%
Number of recordable injuries per 200,000 offshore labor hours worked (or 100-years)	BSEE	0.400	0.400
Percent of high risk well operations (e.g., drilling) inspections completed	BSEE	95%	95%
Percent of high priority fluid mineral cases that have completed inspection during the year	BLM	100%	100%
Completed inspections		13,500	13,500
Total inspections required		13,500	13,500
Percent of coal lease applications processed	BLM	16%	16%
Lease applications and tracts processed		4	4
Total lease applications and tracts		25	25
Number of megawatts of approved capacity authorized on public land and the Outer Continental Shelf (OCS) for renewable energy development while ensuring full environmental review	DOI	2,820	2,910
Megawatts	BLM	2,000	2,000
Megawatts (Cumulative)	BOEM	820	910
Percent of Exploration and Development Plan reviews completed within statutory timelines	BOEM	100%	100%
Percent completion of targeted energy resource assessments and research (Index; 2022 target = 119 assessments completed)	USGS	100%	100%
Amount (in barrels) of operational offshore oil spilled per million barrels produced	BSEE	2.900	2.900

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Number of completed publications in support of energy resource assessments and research	USGS	250	250
Achieve utilization rate of X% at Ohmsett (The Ohmsett facility provides independent and objective performance testing of full-scale oil spill response equipment and marine energy systems (wave energy conversion devices) and helps improve technologies through research and development.)	BSEE	65%	65%

Strategic Actions Planned through FY 2022

Bureau of Land Management

Oil and Gas Management

- Improve process efficiencies that serve the public and increase customer satisfaction by streamlining processes, such as approved APDs, which will simultaneously reduce permitting backlogs.
- Update the National Fluid Lease Sales System to simplify and streamline the leasing process, alleviate unnecessary impediments and burdens, and expedite the offering of lands nominated for lease.
- Improve and streamline land-use planning, increasing efficiencies and decreasing time for completion allowing for a reduced APD backlog, streamlined permitting process, and a fair return to the taxpayer through inspection and enforcement.
- Build upon ongoing activities to implement an overall strategy that includes refining and updating the Automated Fluid Minerals Support System, creating Right-of-Way Strike Teams, establishing APD targets, and increasing interagency coordination.
- Coordinate cadastral survey, lands, and realty programs to enhance efficient processing of oil and gas activities.

Coal Management

- Provide assistance from the BLM Energy and Minerals Task Force to BLM state and field offices to expedite the leasing and permitting of energy minerals including updating surface and sub-surface data layers and Public Lands Survey System data.
- Process lease by application, lease modification applications, and trespass cases to ensure that the public receives fair market value for its non-renewable coal resources.
- Inspect Federal and Indian leases to ensure compliance with the use authorizations, regulations, and ensure maximum or ultimate economic recovery of the public's non-renewable resources.
- Take appropriate action when Federal or Indian coal has been mined without approvals (coal trespass actions).

Renewable Energy

- Process pending applications for new wind, solar and geothermal projects.
- Focus on streamlining review processes.

Bureau of Safety and Environmental Enforcement

- Strengthen the inspection program through an annually planned strategy that incorporates the use of risk-based inspections, real-time monitoring, oversight of selected high-risk drilling, and enhanced reviews of incidents to strengthen regulatory compliance, reduce risk, and identify and minimize unsafe conditions on the OCS.
- Build renewable energy capacity to manage proposed and projected renewable energy activity in the Outer Continental Shelf through the Renewable Energy Program.
- Further strengthen Outer Continental Shelf safety, environmental compliance, and conservation by updating outdated regulations regarding pipelines and production measurement.
- Address aging infrastructure and continue to ensure the reclamation of the Outer Continental Shelf through a robust decommissioning program that protects the environment and people using the waters around wells that have been safely plugged and sealed.

U.S. Fish and Wildlife Service

- Provide integrated advanced project planning, environmental review, and permitting assistance to address environmental concerns while supporting the Nation's efforts to build back better through energy production, infrastructure, and other development activities.
- Support development and population of data in Information for Planning and Consultation, our Web-based application, to streamline the Endangered Species Act consultation process and provide transparency and predictability for Federal agencies and applicants.
- Consider the needs of local underserved communities when advising on siting determinations, the impacts of Federal projects, and adapting to climate change.

U.S. Geological Survey – Energy Resources Program

- Release additional USGS assessments of undiscovered, technically recoverable oil and gas resources in U.S. and non-U.S. basins, including in strategic areas of national interest. Continue the underlying geological, geophysical, and geochemical research that underpins the assessments. Expand research efforts on the geologic causes of variability in energy production, carbon dioxide storage potential at energy production sites, water use required for energy production, and the effects of energy production on water quality, in preparation to incorporate multi-resource assessment approaches into energy assessments more routinely in future years.
- Research geothermal resources aimed at improving the viability of Enhanced Geothermal Systems and studying environmental impacts of geothermal energy development on Federal lands.
- Support gas hydrate studies with the USGS Coastal and -Marine Hazards and Resources Program and contribute to DOE and industry-sponsored cooperative gas hydrate projects.
- Develop priorities and plans to increase access to geology, energy, and minerals data through a national geoscience data portal, in close coordination with Mineral Resource Program, other USGS programs, and State geological surveys.

- Conduct research on geologic carbon capture and storage capabilities. This would include a better understanding of the environmental impacts associated with storing carbon dioxide in underground reservoirs, determining available geophysical data acquisition in areas with potential geologic sequestration, inventorying greenhouse gas emissions and sinks on Federal lands, and analyzing tools for greenhouse gas reduction on Federal lands.

Mission Area 2: Generating Revenue and Utilizing Our Natural Resources

Goal 2: Ensure energy and economic security for America

2.1: Provide hydropower

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Amount of hydropower capability, in megawatts, installed from 2018 through 2022	BOR	40.0	50.0
Percent of hydropower facilities in good condition as measured by the Facility Reliability Rating	BOR	77%	75%
Hydropower facilities rated in good condition		40	39
Number of hydropower facilities		52	52
Percent of time that BOR hydroelectric generating units are available to the interconnected Western electrical system during daily peak demand periods	BOR	80%	81%
Hours available		80	81
Hours		100	100

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Number of annual, periodic, and comprehensive reviews completed	BOR	52	52
Percent of generating capacity that has a major generator/turbine related component rated in poor condition	BOR	32%	32%
Powertrain component		4,730	4,730
Components		14,747	14,747
Forced outage factor lower than or equal to the industry average of 2.2%	BOR	2.2%	2.2%

Strategic Actions Planned through FY 2022

Bureau of Reclamation

- Collaborate with DOE and the Army Corps of Engineers to help meet the Nation’s need for reliable, affordable, and environmentally sustainable hydropower.
- Support the development of non-Federal hydropower through the Lease of Power Privilege and Federal Energy Regulatory Commission licensing processes.
- Leverage BOR’s Hydropower Efficiency Research Systems initiative to improve operational efficiencies at BOR power plants.
- Assess opportunities for Federal and non-Federal hydrokinetic, conventional, and pumped storage hydropower development.
- Collaborate with stakeholder groups and regulatory agencies to improve and streamline non-Federal hydropower permitting processes.

- Provide power operations and maintenance-related support services and collaboration with other Federal, tribal, state, and local governments, power industry constituencies, and other interested parties.
- Support hydropower data acquisition, analysis, and archiving initiatives to improve operational performance, asset management, and regulatory compliance at BOR power plants.
- Assess progress of initiatives in deferred maintenance reporting, power related security, and risk-based asset management studies.

Mission Area 2: Generating Revenue and Utilizing Our Natural Resources

Goal 3: Ensure access to mineral resources

3.1: Manage non-energy mineral development

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of non-energy mineral exploration and development requests processed	BLM	22%	22%
Requests processed		91	91
Total requests		415	415
Number of sand and gravel requests processed for coastal restoration projects	BOEM	6	8
Percent completion of targeted non-fuel mineral resource assessments and research (Index; 2022 target = 5,240 research, assessment, and minerals information reports)	USGS	100%	100%

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Number of non-energy solid mineral (potassium, gypsum, etc.) inspections and production verifications.	BLM	1,350	1,350
Number of mineral material (sand, gravel, clay, etc.) inspections and production verifications	BLM	2,600	2,600

Strategic Actions Planned through FY 2022

Bureau of Land Management

- Continue program reform efforts by improving alignment of staffing resources, work prioritization, and partnerships with the Department’s Division of Mineral Evaluation to successfully achieve corrective actions to ensure that mineral materials are sold at fair market value.
- Issue Records of Decision for the two final environmental impact statements recently released for new phosphate mines in Idaho that will sustain current production. Assist another phosphate mining company with submittal of another mine application and begin preparing an environmental impact statement.
- Expand the appropriate use of categorical exclusions and other Federal or state agency environmental assessments to reduce the need for BLM to prepare new and duplicative environmental assessments needed for permitting decisions.
- Continue to work on the Mineral Tracking System which will be used to support the automation and tracking of licenses, leases, permitting and inspection capabilities of the solid minerals program.
- Continue to incorporate the latest advancements in technology for management of all mineral programs, including appropriate use of unmanned aerial vehicles.

- Provide updated training and guidance for BLM mineral professionals and managers. Gain efficiencies through the collection of baseline data earlier in the Mining Law Administration (locatable) permitting process. Currently the BLM is undergoing regulation updates for BLM Manual 3809 that is intended to include protocols for early communications prior to plan submittals, that may allow early initiation of long-term studies, such as baseline data.
- Seek opportunities in the Mining Law Administration program to centralize and focus resources through the development of strike teams to work on the review and processing of large-scale mineral authorizations. The BLM will cooperate with the U.S. Forest Service (USFS) as they update their regulations, which will provide better consistency between the agencies. The BLM continues to review USFS protocols, such as strike teams, that may have application to the BLM. Such teams may address large, controversial projects, in whole or in part, to maintain a consistent application of policy and regulation.

U.S. Geological Survey – Mineral Resources Program

- Conduct research to understand the genesis and distribution of the critical mineral resources throughout the Nation by collecting, preserving, and disseminating geological, geochemical, and geophysical data and initiating qualitative and quantitative mineral resource assessments.
- Conduct critical mineral assessments, update the list of critical minerals, expand supply chain research, and implement a prioritized nation-wide program of topographic, geologic, and geophysical mapping to enhance understanding of the Nation’s mineral resource potential.
- Continue implementation of a Quality Management System for Mineral Resources Program-funded laboratories.
- Continue characterization of mine waste research and initiate a database of abandoned mine lands and mine waste.

Mission Area 2: Generating Revenue and Utilizing Our Natural Resources

Goal 4: Ensure public receives fair market value for resources; and recover costs where appropriate

4.1: Ensure accurate and timely accounting of energy revenues

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of oil royalty meters (identified using a risk-based methodology) where meter provings are observed	BSEE	8%	8%
Percent of Federal and Indian revenues disbursed on a timely basis per statute	ONRR*	98%	98%

*Office of Natural Resources Revenue (ONRR)

Strategic Actions Planned through FY 2022

- Initiate reforms to the Federal onshore and offshore oil and gas leasing programs to improve their return to taxpayers.
- Provide geospatial analysis capability to ONRR employees to ensure accurate collection of mineral and leasing revenues.
- Collaborate with the Bureau of Land Management, the Bureau of Safety and Environmental Enforcement, and the Bureau of Ocean Energy Management to define and develop data exchanges to improve the Department’s ability to manage oil, gas, and other natural resources.
- Award the Information Technology Systems contract and in FY 2022, begin facilitating operations and maintenance of ONRR’s mission critical Minerals Revenue Management Support System (MRMSS), which supports all ONRR efforts in the collection, analysis, disbursement and verification of revenues.
- Define ONRR business and functional requirements, as a part of business process reengineering, that will support future system development.

Mission Area 2: Generating Revenue and Utilizing Our Natural Resources

Goal 5: Focus timber programs on “healthy forests” lifecycle

5.1: Manage sales of timber and forest product resources

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of allowable sale quantity timber offered for sale consistent with applicable resource management plans (Oregon and California, only)	BLM	100%	100%
Millions of board feet for sale		205	205
Millions of board feet allowed for sale		205	205
Volume of wood products offered with applicable management plans	BLM	300	309
Percent of annual allowable cut prepared and offered for sale or free use	BIA	50%	53%
Total volume of forest products prepared for sale or free use		377,227,829	398,762,665
The total annual allowable cut identified in approved forest management plans		748,541,150	745,520,150

Strategic Actions Planned through FY 2022

Bureau of Land Management

- Ensure the health and resilience of the Nation’s public forest lands as well as the availability of traditional forest products, such as timber through responsible land management.
- Develop strategies to improve efficiency especially in issuing forest product permits, acres of forest restored through sales, biomass utilization, and timber volume offered.

Bureau of Indian Affairs

- Assist tribes with meeting harvest targets and timber sale preparation by deploying the mobile Timber Strike Team unit.
- Continue to support portable milling infrastructure, expanding forest management capacity for tribes.
- Increase capacity to assist agencies in the development of energy resources, promote the sustainable recovery of damaged lands, and generate revenue to improve the overall well-being of their communities.

Mission Area 2: Generating Revenue and Utilizing Our Natural Resources

Goal 6: Manage grazing resources

6.1: Provide for sustainable forage and grazing

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of grazing permits and leases processed as planned consistent with applicable resource management plans	BLM	10%	12%
Processed permits/leases		1,100	1,300
Total permits/leases		11,400	11,000
Percent of range units assessed during the reporting year for level of utilization and/or rangeland condition/trend	BIA	50%	40%
Assessed range units		1,673	1,320
Total number of range units		3,345	3,280

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent of grazing permits monitored annually for adherence to permit provisions, including permittee compliance with requirements described in conservation plans	BIA	37%	38%
Monitored grazing permits		4,998	5,320
Total number of grazing permits		13,527	14,030

Strategic Actions Planned through FY 2022

Bureau of Land Management

- Streamline the grazing permit process and provide greater flexibility to the American rancher.
- Process grazing permits and leases, including Outcome-Based Grazing Authorizations, that provide more flexibility to livestock operators to make livestock use adjustments in response to changing conditions such as drought or wildland fire.
- Work with ranchers to address excessive fuels buildup. Targeted grazing, which focuses on intensive grazing in a limited, strategic area, has been useful in influencing wildland fire behavior by breaking up large expanses of relatively homogeneous fuels that burn uniformly with strategically placed buffers of reduced fuels.
- Utilize an integrated vegetation management approach using multiple tools, e.g., mechanical, biological, cultural, chemical and fire to control noxious weeds and invasive plant species, reduce fuels, and improve rangelands for livestock, recreation, and wildlife habitat.

Bureau of Indian Affairs

- Promote the long-term health and productivity of agriculture and rangelands by providing technical assistance regarding assessments for designing land leveling, farm drainage, and water erosion control recommendations in support of rangeland improvement.
- Continue to monitor rangeland usage, changes in ranch operations or land ownership, modify leases and grazing permits to ensure the protection and utilization of agriculture and rangeland resources.

Mission Area 3: Expanding Outdoor Recreation and Access

Mission Area 3: Expanding Outdoor Recreation and Access

Goal 1: Expand hunting, fishing, and other recreation on DOI lands

1.1 Promote hunting, fishing, and other recreation on DOI land

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target	
Expand hunting and fishing opportunities by X acres on national wildlife refuges and national fish hatcheries	FWS	250,000	250,000	
Number of legal public access transactions completed that facilitate open access to recreation opportunities	BLM	12	12	
Number of individuals participating in outdoor recreation activities at special events	DOI	1,681,997	2,945,796	
	Individuals	BLM	685,000	685,000
	Individuals	BOR	99,336	43,050
	Individuals	FWS	897,661	979,109

Strategic Actions Planned through FY 2022

U.S. Fish and Wildlife Service

- Where appropriate simplify refuge-specific hunting and fishing regulations, maps, and publications. Increase activities that support access to recreation activities and conservation programs in alignment with Executive Order 13985, *Advancing Racial Equity and Support for Underserved Communities through the Federal Government*. Activities include providing better transportation links to Service lands, engaging historically underserved and marginalized communities, and providing introductory recreational experiences to a broader audience.
- Foster recreational fishing through sustained hatchery production in support of enhancing opportunities for the tens of millions of recreational anglers in the U.S.
- Welcome and orient more than 60 million visitors to the Refuge System to enjoy educational and interpretive programs, hunting, fishing, wildlife observation, and photography.

National Park Service

- Support outdoor recreation opportunities through collaborative and community-driven efforts and outcome-focused investments to preserve and enhance rural landscapes, urban parks and rivers, important ecosystems, cultural resources, and wildlife habitat. These activities incorporate the best available science, a landscape-level understanding, and stakeholder engagement.

Bureau of Land Management

- Provide recreation opportunities for tens of millions of visitors, including but not limited to hiking, biking, camping, hunting, fishing, skiing, horseback riding, snowmobiling, and off-highway vehicle usage.
- Support and expand hunting and fishing access and opportunities, enhance conservation stewardship, improve wildlife management, ensure that public lands and waters are open for hunting, fishing, and recreational access, and increase outdoor recreation opportunities for all Americans.
- Support healthy, active lifestyles by increasing recreational opportunities on public lands using electric bicycles (e-bikes).
- Support responsible recreational target shooting on public lands through site development, messaging, and leveraging national and local partnerships.

Mission Area 3: Expanding Outdoor Recreation and Access

Goal 2: Enhance public satisfaction at DOI sites

2.1: Enhance the enjoyment and appreciation of our natural and cultural heritage

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of visitors satisfied with the quality of experience	DOI	92%	94%
Percent satisfied	BLM	95%	95%
Percent satisfied	FWS	90%	90%
Percent satisfied	NPS*	N/A	N/A
Percent of visitors satisfied with facilitated programs	DOI	88%	89%
Percent satisfied	BLM	95%	95%
Percent satisfied	BOR	81%	81%
Percent satisfied	NPS	N/A	N/A

*NPS is developing a new survey tool for visitor satisfaction and will begin reporting performance after FY 2022.

Strategic Actions Planned through FY 2022

U.S. Fish and Wildlife Service

- Improve visitor and customer experience planning, program delivery, and evaluation to maintain high levels of visitor satisfaction and community engagement.
- Support innovative community engagement at flagship urban refuges and over 30 urban partnerships that model scalable strategies that build strong, meaningful relationships with diverse communities.
- Grow visibility of the Refuge System as an inexpensive, family-friendly places for people to discover wildlife viewing and photography, fishing, hunting, and education and interpretive nature programming
- Engage local communities, youth, friends groups, and volunteers to grow a just, equitable, inclusive, and diverse conservation constituency.
- Continue maintenance and improvements to visitor facilities, including parking areas, kiosks, interpretive signs, trails, and boardwalks.

Bureau of Land Management

- Provide recreation opportunities for tens of millions of visitors, including but not limited to hiking, biking, camping, hunting, fishing, skiing, horseback riding, snowmobiling and off-highway vehicle usage.
- Improve visitor and recreation resource data by conducting inventories and visitor assessments.
- Increase access to recreation opportunities on public lands by developing trails and connecting trail systems.
- Support healthy, active lifestyles by increasing recreational opportunities on public lands using electric bicycles (e-bikes).

- Providing increased information to the public on how to access nearby public lands and what opportunities are available, through online services, including the development and enhancement of online and geospatial applications.
- Expand BLM's online permit applications system, to streamline the permit and use authorization process and help inform and educate the public, for-profit, and nonprofit entities on how to obtain, or if applicable, avoid the need for a permit.
- Increase transparency, public access, and visitation by improving BLM recreation Websites and developing electronic recreation fee payment methods for increased customer convenience.

National Park Service

- Provide visitor services and protection, including but not limited to interpretive services and facilitated programs, interpretive media such as brochures and wayside exhibits, educational programs, volunteer services, recreational opportunities, visitor facilities, and management of and coordination with commercial services and concessions to enhance the visitor experience.
- Supply visitors with up-to-date interpretive, logistical, and safety information.
- Improve customer service, which will include exploring potential improvements to survey methods to better understand visitor expectations and experiences.

Mission Area 4: Fulfilling Our Trust and Insular Responsibilities

Mission Area 4: Fulfilling Our Trust and Insular Responsibilities

Goal 1: Support tribal self-determination, self-governance, and sovereignty

1.1: Support self-governance and self-determination

Strategic Plan Performance Measures

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of Self-Governance Single Audit Act reports submitted during the reporting year for which management action decisions on audit or recommendations are made within 180 days	AS-IA	95%	95%
Number of audits with timely decisions		19	19
Total number of audits		20	20
Percent of Self-Determination Single Audit Act reports submitted during the reporting year for which management action decisions on audit or recommendations are made within 180 days	BIA	75%	75%
Number of audits with timely decisions		84	84
Total number of audits		112	112

Strategic Actions Planned through FY 2022

Bureau of Indian Affairs - Division of Self Determination

- Advise awarding officials on areas such as, but not limited to, contract support costs, A-133 audit findings and determinations, and management efficiencies.
- Develop a virtual learning environment for 638 training.

Assistant Secretary – Office of Self-Governance

Transparency:

- American Indians, Indian tribes, and Alaska Natives are informed of/can access information necessary to the management and governance of their own affairs.
- Update the Self-Governance Database which provides real time access to financial data, announcements, data requests and other information to self-governance tribes.
- Update the Program Formula Matrix Report analysis of the methodologies, policies, and procedures behind identified program formulas to determine potential deficiencies and propose recommendations.
- Produce information brochure and conduct meetings with tribes considering self-governance.
- Negotiate funding agreements with tribes and offer planning and negotiation meetings through teleconference.

Compliance:

Tribal trust assets are protected and managed for the benefit of American Indians, Indian tribes, and Alaska Natives.

- Coordinate with tribes to submit audit findings and determinations timely in accordance with statutes, regulations, and policy.
- Employees are trained in all relevant laws, regulations, and policies, and within recommended timeframes.
- Produce curriculum based self governance training material to BIA regional directors, line officers and staff. (Specific request from Self-Governance Advisory Committee.)
- Indian Affairs employees receive guidance on standard business processes.
- Develop and implement a Contract Support Cost Handbook.
- Draft the Title IV Self-Governance sections of the Contract Support Cost Handbook.
- Consult with and obtain recommendations from Self-Governance Advisory Committee leadership on implementation of the Contract Support Cost Policy as it pertains to self-governance.

Mission Area 4: Fulfilling Our Trust and Insular Responsibilities

Goal 2: Fulfill fiduciary trust

2.1: Ensure accurate and timely management of fiduciary trusts

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Total average gain in earnings of participants that obtain unsubsidized employment through job placement training programs for tribes submitting P.L. 102-477 related reports	BIA	\$9.50	\$9.50
Total wages		\$34,200	\$31,806
Participants		3,600	3,348
Percent of active, supervised Individual Indian Monies (IIM) case records reviewed in accordance with regulations	BIA	95%	80%
IIM case records reviewed within guidelines		405	607
Total IIM case records		428	760
Percent of on-time decisions for submitted land-into-trust applications (Fee to Trust)	BIA	32%	25%
Number of on time decisions		60	55
Total number of decisions		186	218
Percent of financial information initially processed accurately in trust beneficiaries' accounts	BTFA	99.5%	99.5%
Accurately processed financial information		\$10,447,500	\$27,860,000
Total financial information processed		\$10,500,000	\$28,000,000
Percent of oil and gas revenue recorded in the Trust Funds Accounting System within 24 hours of receipt	BTFA	99%	18%
Oil and gas revenue recorded within 24 hours		\$693,000,000	\$1,584,000,000
Total oil and gas revenue recorded		\$700,000,000	\$8,800,000,000
Percent of timeliness of financial account information provided to trust beneficiaries	BTFA	100%	100%
Statements completed (\$ value)		\$850,000	\$850,000
Total Statements (\$ value)		\$850,000	\$850,000

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent of title encumbrances requested during the reporting year that are completed by the end of the reporting year	BIA	75%	71%
Total realty contracts decided within timeline		1,385	1,995
Total realty contracts decided		1,854	2,825

Fulfilling Our Trust and Insular Responsibilities

Percent of estates closed	BIA	93%	93%
Number of eligible estates that have been closed		3,336	3,255
Total number of eligible estates received in the reporting year		3,581	3,500
Percent of qualifying probate orders encoded within 72 hours	BIA	90%	90%
Qualifying probate orders encoded		4,067	4,814
Total qualifying probate orders received		4,544	5,337
Percent of qualifying non-probate conveyance documents, including deeds, recorded within 48 hours	BIA	92%	91%
Documents recorded in 48 hours		12,954	8,411
Total number of applicable documents		14,113	9,213
Percent of land titles certified within 48 hours	BIA	88%	91%
Qualifying land titles certified		55,419	51,106
Total qualifying land titles		62,785	55,854
Percent of recipients who complete the goals identified in the Individual Self-sufficiency Plans (ISP) (Welfare Assistance Program)	BIA	74%	76%
Total number of completed ISPs		15,435	16,700
Total number of ISPs		20,759	21,985
Percent of Indian Child Welfare Act (ICWA) notices processed within 15 days of receipt	BIA	95%	95%
Number of notices processed within 15 days		11,127	21,986
Total number of ICWA notices received at BIA offices		11,688	23,144
The number of jobs created by the job placement services program from tribes that submitted PL 102-477 reports.	BIA	850	791

Strategic Actions Planned through FY 2022

Indian Services

Division of Human Services:

- Use the Financial Assistance and Social Services - Case Management System (FASS-CMS Cloud) to monitor and support BIA regional social services offices to ensure the annual review of supervised IIM accounts are conducted within the required annual timeframe.
- Provide policy oversight, technical assistance, and procedural training to BIA regional and Agency staff on managing and monitoring supervised IIM accounts.
- Collaborate with the BTFA for American Indians to co-sponsor regional and agency trainings on OST SharePoint Systems (i.e., ITSQ V2, Service Manager).
- Partner with the BTFA to develop specific reports in ITSQ for the purposes of the annual review of supervised IIM accounts.
- Review and update the case assignment policy regarding supervised IIM accounts and service area, and publish the finalized policy in the Indian Affairs Manual.
- Respond to ICWA notices within the 15-day timeframe.
- Deploy the national ICWA data base that track notices and the ICWA quarterly and annual reports on the FASS-CMS Cloud.
- Provide virtual training on entering ICWA data into the FASS-CMS Cloud.
- Work with BIA regional social workers to use the FASS-CMS Cloud for ICWA data to assure accurate reporting and tracking.

- Develop a Child Protection and Child Welfare and the ICWA Designated Agent List guidance for the Indian Affairs Manual.
- Maintain the ICWA Designated Agent Map on the ICWA Website on a quarterly basis and publish the annual designated agent list.
- Implement Child Protection and Child Welfare Standard Operating procedures.
- Provide virtual training and technical assistance to, BIA agencies and BIA regional offices on Child Welfare and Protection.

Division of Workforce Development:

- Provide technical assistance and support to the P.L. 102-477 Indian Employment, Training and Related Services Demonstration Act.
- Conduct 477 program reviews.
- Partner with the Division of Self Determination on the P.L. 102-477 program to offer virtual training for 477 tribes, non-477 tribes, and Federal partners.
- Coordinate with the 477 tribal workgroups on areas such as, but not limited to, memorandum of agreement, expiring OMB annual reports, and P.L. 102-477 plan review and approval process.

Trust Services

Division of Real Estate Services (DRES):

- Continue to provide technical assistance on issues related to land boundaries with title limitations to determine units suitable for transfer.
- Increase efficiency and data integrity by managing the revision of automated solutions for the transfer of realty tracking processes to the Trust Asset and Accounting Management System.
- Update the Leasing Handbook to assist, standardize, and streamline leasing processes and approvals.

Fee to Trust (DRES)

- Improve information of ownership and administer and manage land held in trust and restricted status for the benefit of individual Indians and tribes.
- Provide real property management, counseling, and land use planning services to individual Indian landowners.
- Ensure decision-making processes are developed through cooperative efforts with Indian landowners for the proper utilization, development, and enhancement of Indian trust lands.

Division of Land Titles and Records

- Continue to ensure the timely delivery of certified ownership and other title services and products to facilitate the crafting of vital agreements between the BIA, tribes, and Indian landowners.
- Sustain efforts with Land Title and Record Office to continue to address legal land description discrepancies for mapping in the Trust Asset and Accounting Management System.

- Continue ongoing efforts with counties and local communities as well as other Federal agencies to determine the title status, tax base, and cooperative agreements necessary for Indian trust land management.

Division of Probate

- Update American Indian Probate Regulations under 256 CFR Part 15 NS 43 CFR Part 30, which would:
 - Expand the efficient adjudication of probate cases by establishing more expedited steps for small, funds-only estates, and reorganizing the purchase during the probate process to close estates more quickly;
 - Streamline notice to co-owners who are potential heirs, and specifying which reasons justify reopening of closed probate estates; and
 - Increase the rate of closed estates by adding certainty as to how estates should be distributed when certain circumstances arise not addressed in the statute.

Bureau of Trust Funds Administration (Formerly Office of the Special Trustee for American Indians)

- Prioritize the management, reporting, and disbursement of tribal and individual Indian financial trust asset funds (approximately 3,800 tribal trust fund accounts and 402,000 open IIM accounts for a total of \$5.7 billion).
- Continue to process trust account transactions accurately and timely.
- Record at least 99 percent of oil and gas royalty revenues from the Office of Natural Resources Receipts in beneficiary accounts within 24 hours of receipt.

Land Buy-Back Program

- Implement a streamlined process that facilitates tribal purchases of fractional interests. The process leverages the technology proven successful by the Land Buy-Back Program, which automates the steps required to generate purchase offers and for those offers accepted, the steps to approve, record, and certify each land acquisition.
- Employ standard operating procedures that support the streamlined acquisition process.
- Continue implementation of the Land Buy-Back Program, consolidating fractional interests and restoring them to tribal trust.

Mission Area 4: Fulfilling Our Trust and Insular Responsibilities

Goal 2: Fulfill fiduciary trust

2.2: Strengthen Indian Education

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of students attending BIE-funded schools completing high school with a regular diploma within four years of their 9th grade entry date	BIE	68%	68%
Four-year cohort graduation data		1,978	1,978
Adjusted cohort		2,929	2,929

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent of students at BIE funded schools attending 93% or more of enrolled days	BIE	55%	55%
Attendance rate		26,678	26,678
Enrolled students		48,505	48,505

Strategic Actions Planned through FY 2022

Bureau of Indian Education

- Through implementation of Year Three Strategic Direction milestones, BIE will continue improving its school level technical support and data informed student success interventions.
- Distribute funds, by formula, directly to individual schools, including tribal colleges and universities to help school communities improve educational operations with ongoing safety, mitigation, personal protective equipment needs, mental health, online learning, and reopening using funds BIE received from the Coronavirus Aid, Relief, and Economic Security Act, the American Rescue Plan Act, and the 2021 Consolidated Appropriations Act.
- Improve Indian student academic outcomes, support expanded preschool programs, and provide pay parity for tribal teachers while fully funding projected tribal grant support costs.
- Improve opportunities and outcomes in the classroom, provide improved instructional services, and support improved teacher quality, recruitment, and retention.
- Continue operations of two postsecondary institutions, administer grants to 29 tribally controlled colleges, and support two tribal technical colleges in recognition of the critical role that tribal postsecondary schools play in empowering Indian students and tribal communities.
- Improve educational opportunities and serve a larger population of qualified Native American students through the Scholarships and Adult Education Program in support of

Biden Administration priorities through educational grants to tribal communities, which have been historically underserved and adversely affected by persistent poverty and inequality.

- Initiate a new program that provides research and development internships to highly qualified students from economically disadvantaged rural communities.
- Optimize learning opportunities for students of all ages through Education Program Management that supports ongoing improvements in high-priority functional areas, including acquisition, school safety and repairs, performance tracking, and technical support to the field.
- Other management activities include data collection, analysis, and reporting; financial and accounting functions; oversight and coordination of major facility repairs; and management of grant applications.
- Enhance education IT to support the ongoing costs of distance learning and greater use of technology in the classroom, including the Native American Student Information System, wide area network infrastructure, and general support systems used by BIE-funded schools.
- BIE will participate in program reviews of programs for Diversity, Equity, Inclusion, and Accessibility (DEIA) to identify gaps, challenges, and best practices and to examine roles, responsibilities, and governance.

Mission Area 4: Fulfilling Our Trust and Insular Responsibilities

Goal 3: Strengthen economic and health capacities in the U.S. territories, and fulfill U.S. compact obligations to the freely associated states

3.1: Bolster Healthcare Capacity

Strategic Plan Performance Measures:

Strategic Plan Performance Measures*	Bureau	2021 Target	2022 Target
Percent of community water systems that receive health-based violations notices from the U.S. Environmental Protection Agency (EPA).	OIA	9%	9%
Number of notices		12	12
Total number of inspections		139	139
Number of new and relapse tuberculosis cases occurring during the calendar year on the islands (per 100,000 people in the population)	OIA	70	70
Percent of patients with newly diagnosed tuberculosis disease for whom 12 months or less of treatment is indicated, who complete treatment within 12 months	OIA	90%	90%
Patients completing treatment		286	286
Patients newly diagnosed		317	317
Infant mortality rate per 1,000 live births (number of deaths to infants from birth through 1 year of age per number of live births)	OIA	12	12

*Water, new Tuberculosis (TB) cases, and infant mortality goals have a one-year lag. For example, 2019 data would be reported as the 2020 actual. Completed TB treatment has a two-year lag. Infant mortality, new TB cases, and TB treatment data currently not available for U.S. Virgin Islands. New TB cases has no U.S. Virgin Islands data for 2016-2017 Actual. Completion of TB treatment has no U.S. Virgin Islands data for 2016-2017 Actual.

Strategic Actions Planned through FY 2022

Office of Insular Affairs

- Continue water infrastructure projects that support clean water objectives.
- Enhance water system monitoring in partnership with the EPA.
- Invest in healthcare infrastructure and operations.
- Target financial assistance to combat non-communicable and communicable diseases.

Mission Area 4: Fulfilling Our Trust and Insular Responsibilities

Goal 3: Strengthen economic and health capacities in the U.S. Territories, and fulfill U.S. compact obligations to the freely associated states

3.2: Strengthen Island Economies

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Difference in the mean Gross Domestic Product (GDP) per capita in the four U.S. territories compared to the mean GDP per capita in the U.S.	OIA	48%	48%
GDP per capita in U.S. Territories		25,405	25,405
GDP per capita of U.S.		52,490	52,490
Difference in the residential cost per kilowatt hour for power from the national average	OIA	2.0	2.0
Cost in U.S. Territories		\$0.24	\$0.24
Cost in U.S.		\$0.12	\$0.12

Strategic Actions Planned through FY 2022

Office of Insular Affairs

- Support regular updates of local energy plans.
- Support energy planning committees in the insular areas and implement action items/projects contained in local energy plans.
- Fund public infrastructure projects that attract investment and provide technical assistance for economic development activities.
- Supply professional training and consultation services to insular governments to help improve financial reporting.
- Equip insular area leadership with the statistical tools necessary for informed decision making.
- Supply professional training and consultation services to insular governments to help improve financial reporting.

Mission Area 4: Fulfilling Our Trust and Insular Responsibilities

Goal 3: Strengthen economic and health capacities in the U.S. territories, and fulfill U.S. compact obligations to the freely associated states

3.3: Fulfill U.S. Compact Obligations

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Ratio of Freely Associated States (FAS) private sector jobs versus total FAS employment	OIA	50%	50%
FAS private sector jobs		19,326	19,326
Total FAS employment		38,652	38,652
Ratio of FAS public sector jobs versus total FAS employment	OIA	50%	50%
FAS public sector jobs		19,326	19,326
Total FAS employment		38,652	38,652
Percent of FAS employment attributable to OIA grants and programs	OIA	35%	35%
FAS employment attributable to OIA grants and programs		13,245	13,245
Total FAS employment		37,844	37,844
Percent of FAS employee compensation attributable to OIA grants and programs	OIA	30%	30%
FAS employee compensation attributable to OIA grants and programs		113,029	113,029
Total FAS employee compensation		376,764	376,764
Average FAS private sector wage rate as a percent of average FAS central government wage rate	OIA	45%	45%
Average FAS private sector wage rate		23,434	23,434
Average FAS central government wage rate		52,076	52,076

Strategic Actions Planned through FY 2022

Office of Insular Affairs

- Execute financial assistance agreements with the freely associated states in line with Compacts of Free Association.
- Implement the 2010 Palau Compact Review Agreement.
- Increase the expenditure rate of infrastructure sector grant funding in the Federated States of Micronesia.

Mission Area 5: Serving the Public

Mission Area 5: Serving the Public

Goal 1: Ensure Emergency Preparedness and DOI Law Enforcement Staffing Addresses Public Safety Risks

1.1 Prepare DOI to respond to and recover from emergencies and incidents

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
DOI average I-READ index	OEM	90.5	90.5

Strategic Actions Planned through FY 2022

Office of Emergency Management

- Support the five National Planning Frameworks (Protection, Prevention, Mitigation, Response, and Recovery) and their related five Federal Interagency Operational Plans, the National Incident Management System, and the National Oil and Hazardous Substances Pollution Contingency Plan while continuing the Department’s mission to protect natural and cultural resources.

Mission Area 5: Serving the Public

Goal 2: Manage wildland fire to reduce risk and improve ecosystem and community resilience

2.1: Assess, protect against, and address risk of wildfire

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of DOI-managed landscape acres that are in a desired condition as a result of fire management objectives	OWF	38.8%	43.3%
Acres with desired condition achieved		173,873,507	194,071,347
Total DOI acres		447,806,489	447,806,489
Percent of DOI-managed treatments that reduce risk to communities that have a wildland fire mitigation plan	OWF	96%	97%
Coordinated community risk mitigation treatments		2,929	4,058
Total treatments		3,044	4,198
Percent of wildfires on DOI-managed landscapes where the initial strategies fully succeeded during the initial response phase	OWF	97.9%	98.1%
Fires with successful initial response strategy		6,178	6,186
Total fires		6,312	6,304

Strategic Actions Planned through FY 2022

Office of Wildland Fire

- Foster an integrated approach that ensures wildland fire management principles and practices are a fundamental component of resource management programs throughout the Department.
- Advance the guiding principles of the National Cohesive Wildland Fire Management Strategy and other Federal policy to restore and maintain resilient landscapes, create fire-adapted communities, and ensure safe and effective wildfire response.
- Work collaboratively with Federal, tribal, state, and local entities to ensure a coordinated approach to wildland fire management that bridges boundaries to manage wildfire risk at a landscape scale and improve ecosystem and community resilience.
- Facilitate shared stewardship of lands by coordinating protection responsibilities and resources to improve firefighter and public safety, gain economic efficiency, reduce duplication, and meet resource management objectives.
- Rehabilitate and restore lands degraded and damaged by wildfire.
- Strengthen accountability and oversight of the wildland fire management program through improved performance and the use of risk management principles to guide decision making.
- Manage an interagency IT enterprise portfolio of fire applications and systems to improve wildland fire planning, preparedness, and response.

- Promote the use of technological advancements and innovation in wildland fire management activities.

Mission Area 5: Serving the Public

Goal 3: Provide science to safeguard communities from natural hazards

3.1: Monitor and assess natural hazards risk and response planning

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Incremental percent completion of targeted natural hazards assessments of very high and high-threat regions of the Nation	USGS	3%	5%
Incremental percent completion of targeted landslide hazard research	USGS	9%	11%
Percent completion of coastal and marine hazards and subsidence research (Index; 2022 target = 96% of targeted coastal and marine hazards and subsidence research completed)	USGS	91%	81%
Percent progress towards optimal monitoring capability for natural hazards situational awareness (Index; 2022 target = 48% of optimal monitoring network capacity)	USGS	57%	58%
Percent of the National Streamflow Network that is fully operational	USGS	89%	90%
Number of stream gages operational		8,371	8,400
Total number of stream gages		9,360	9,360

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Percent completion of next generation National Data Water Infrastructure strategy	USGS	74%	89%
Number of studies and scientific investigations initiated with benefits to Western water management of extreme hydrologic events such as droughts and floods	BOR	2	2
Number of BOR activities developing or applying science for water management of extreme hydrologic events (e.g. droughts and/or floods) that involve partnerships or stakeholders	BOR	7	8
Number of high- and significant-hazard dams modified based upon applied science and engineering to reduce risk to the public	BOR	1	1

Strategic Actions Planned through FY 2022

U.S. Geological Survey

Hazards Program:

- Monitor and report on the Nation's earthquakes via the Advanced National Seismic System and through support to several regional seismic networks operated by state and university partners, provide 24/7 reporting on domestic and global earthquakes, and deliver rapid earthquake impact and situational awareness products to support emergency response.
- Deliver real-time earthquake data to National Oceanic and Atmospheric Administration (NOAA), supporting tsunami alerting in the Pacific Rim and tsunami

warning in Alaska, Hawaii, Washington, California, and U.S. Territories in the Western Pacific and Caribbean.

- Continue to improve the USGS National Seismic Hazard Model, which describes the likelihood and potential impacts of earthquakes nation-wide and serves as the basis of seismic provisions in building codes.
- Convert remaining analog seismometers and analog telemetry nodes at Alaska monitoring stations to digital seismometers with digital data telemetry to make progress on compliance of monitoring networks with the National Telecommunications and Information Administration restrictions on radio frequency utilization.
- Deliver proactive monitoring of the Nation's active volcanoes through opportunistic implementation of the National Volcano Early Warning System to ensure that the Nation's volcanoes are monitored at levels matching the threats posed, including effective communication and outreach to land managers, emergency responders and the public about hazardous volcanic activity and effective community preparedness.
- Initiate development of the National Volcano Data Center, with a modern, scalable, and cloud-based processing, analysis and storage capability, and additional space to accommodate anticipated growth of volcano monitoring data over the next 5-10 years. Delivered monitoring data from the field via increased satellite data telemetry and redundant telemetry paths to eliminate single points of failure.
- The Next Generation Hazard Assessment Project will generate mapping data delineating zones of impacts from ground-based volcanic hazards and will aid in constructing accurate volcanic eruption histories and characterizations of eruption intensity, all supporting assessment of volcano threat levels and informing the level of ground-based and satellite-based monitoring required. These next generation hazard assessments will be delivered as a multiple-layer digital portfolio in order to inform to end users about the exposure and vulnerability to volcanic hazards.
- Conduct field, laboratory, and modeling studies of landslide initiation and mobility processes in cooperation with Federal, state, academic, and private sector partners to develop, test, and advance tools and methods for landslide monitoring, hazard assessment, and forecasting.
- Provide post-wildfire debris-flow hazard assessments for major wildfires to Burned Area Emergency Response Teams, state geological surveys, Federal, state, and local emergency management, and the public.
- Collect observations, conduct studies, and test methods and models to expand the NOAA-USGS partnership for post-wildfire debris-flow early warning beyond the prototype area in southern California to other parts of the western United States.
- In cooperation with Federal and state partners, collect data and conduct analyses to assess the hazard from landslides with the potential to generate tsunami in Prince William Sound, Alaska.
- Invest in new capacities to develop and deliver actionable landslide hazard and risk modeling for vulnerable populations and high-risk settings with an emphasis on areas recently burned by wildfire.
- Focus on operating magnetic observatories and providing real-time geomagnetic data needed for issuing warnings and forecasts of geomagnetic storms.

- Develop geoelectric hazard maps, existing data sets needed to estimate Earth surface impedance, and computer-based tools need for real-time mapping of geomagnetic and geoelectric field variation.
- Collect and use magnetotelluric measurements of the earth's crust to improve assessments of geoelectric hazards for the contiguous United States.
- Conduct field and laboratory studies with other Federal and academic partners to characterize marine methane systems and associated sea-bed processes to enhance understanding of their substantial energy resource potential, the risk they represent to offshore operations, and their role in the global carbon system and marine ecological productivity.
- Develop and deliver assessments of the vulnerability of coastal marshes with respect to current and future climate conditions, and the conservation and “blue carbon” greenhouse gas reduction benefits of marsh restoration and protection. Accelerate implementation of a national coastal change hazards strategy to develop and deliver understanding, modeling and forecasting of the coastal response to climate change, natural processes and management actions across diverse landscapes and communities.
- Invest in new capacities and innovative projects that advance our understanding of risk reduction, social equity, and community resilience.
- Contribute analyses and expertise to delineate the U.S. Extended Continental Shelf consistent with international law and apply expertise to understanding the occurrence and potential of deep-sea mineral resources.

Water Resources:

- Collect, manage, and disseminate high quality and reliable integrated hydrologic information in real time and over the long term for flood and drought planning, warnings, and forecasting; designing water infrastructure; operating waterways for power production and navigation; managing water rights issues; and assessing safety conditions for water recreational activities.
- Create a unified National Streamflow Network of more than 8,400 real-time stream gages operated year-round, including 3,470 Federal priority stream gages that support strategic Federal responsibilities.
- Following full implementation, operate and maintain the built out NGWOS monitoring infrastructure in the Delaware River Basin.
- Complete the implementation of the NGWOS in the Upper Colorado River and the Illinois River Basins and initiate implementation in a fourth Integrated Water Science basin (to be selected at the beginning of FY 2022).
- Modernize the National Water Information System data storage and delivery system with efforts focused on moving off aging legacy systems.
- Develop, refine, and apply hazard information to minimize loss of life and property, such as rapid deployment gages, storm tide sensors, and wave height sensors.

Mission Area 5: Serving the Public

Goal 4: Prioritize DOI infrastructure needs and reduce deferred maintenance backlog

4.1: Improving Facilities and Assets

Strategic Plan Performance Measures:

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of priority assets in acceptable condition (i.e. meet investment objective)	PAM	84.5%	84.5%
Percent of students in BIE school facilities that are in acceptable condition as measured by the Facilities Condition Index	AS-IA	68%	69%
Students in schools in acceptable condition		30,702	31,153
Students in all BIE schools		45,149	45,149
Amount of priority deferred maintenance (repair) needs/activities addressed (in billions)	PAM	\$1.50	\$1.50
Deferred maintenance work orders closed (thousands)	NPS	\$686,000	\$735,000
Percent of historic structures on DOI inventory in good condition	DOI	57%	52%
Structures in good condition		13,936	15,086
Total structures		24,338	29,018
	BIA	32%	29%
Structures in good condition		93	84
Total structures		288	288
	BLM	46%	46%
Structures in good condition		162	162
Total structures		352	352
	FWS	11%	11%
Structures in good condition		231	234
Total structures		2,123	2,123
	NPS	62%	62.5%
Structures in good condition		13,450	13,650
Total structures		21,575	21,825
Percent of museum collections on DOI inventory in good condition	DOI	67%	58%
Museum collections in good condition		788	666
Total museum collections		1,181	1,143
	BIA	65%	59%
Museum collections in good condition		102	92
Total museum collections		157	157

	BLM	84%	84%
Museum collections in good condition		144	144
Total museum collections		171	171
	BOR	78%	78%
Museum collections in good condition		54	54
Total museum collections		69	70
	FWS	59%	59.2%
Museum collections in good condition		270	270
Total museum collections		456	456
	NPS	66%	67.1%
Museum collections in good condition		218	220
Total museum collections		328	328
Percent of archaeological sites on DOI inventory in good condition	DOI	61%	58%
Sites in good condition		100,988	95,433
Number of DOI inventory sites		165,195	165,441
	BIA	79%	73%
Sites in good condition		53	49
Number of DOI inventory sites		67	67
	BLM	82%	82%
Sites in good condition		54,339	54,339
Number of DOI inventory sites		66,305	66,305
	FWS	25%	25%
Sites in good condition		3,665	3,665
Number of DOI inventory sites		14,644	14,644
	NPS	51%	53.3%
Sites in good condition		42,931	44,530
Number of DOI inventory sites		84,179	83,586
Maintain a completion rate of 95% for Safety of Dam recommendations	BOR	95%	95%
Percent of BIA miles of road in acceptable condition based on the Service Level Index	BIA	12%	12%
Miles in acceptable condition		3,630	3,600
Miles of road managed by BIA		29,180	29,250
Percent of BIA bridges in acceptable condition based on the Service Level Index	BIA	69%	69%
Bridges in acceptable conditions		699	700
Total bridges		1,009	1,012

Supporting Performance Measures:

Supporting Performance Measures	Bureau	2021 Target	2022 Target
Cost (per mile) of BIA-owned roads maintained in acceptable condition	BIA	\$9,583	\$9,100
Cost (\$M)		\$34.5	\$32.76
Miles		3,600	3,600
Percent of cultural landscapes in DOI inventory in good condition (NPS)	NPS	50%	50.8%
Landscapes in good condition		447	460
Total landscapes		893	905
Percent of law enforcement detention facilities that are in acceptable condition as measured by the Facilities Condition Index	BIA	80%	85%
Number of facilities in acceptable condition		52	53
Total number of facilities		65	62
Percent of funding going to actual construction or repair of housing	BIA	87%	87%
Construction funds		8,225,807	6,066,559
Project funds		9,471,996	6,944,432
Percent of construction schedules met within the established project timeframe	BIA	84%	88%
Construction schedules met		89	71
Total construction projects		106	81

Strategic Actions Planned through FY 2022**U.S. Fish and Wildlife Service**

- Complete compliance audits and inspections on dams, bridges, and facilities with seismic risk as required by law. Address identified deficiencies uncovered are identified for maintenance, deferred maintenance, or line-item construction based on risk analysis and funding availability.
- Provide safe and accessible facilities for visitors to view/photograph/learn about archaeological sites, historic structures, and historical collections.
- The FWS will invest in infrastructure at rural and urban refuges and in underserved communities to improve visitor access and recreational opportunities. FWS will pursue and leverage funding equal to 1.3 percent of current replacement value (\$610 million) to eliminate the deferred maintenance backlog and the \$10 million required to support a diverse infrastructure management workforce.
- Invest in climate risk and vulnerability assessments on Service facilities to provide solutions for resilient infrastructure, and to make progress in addressing the backlog of maintenance, visitor services, and habitat requirements.
- The FWS will reduce climate change impacts through development of "easy to implement sustainability tool kit" for field station use and by reducing non-renewable energy consumption for infrastructure assets for the top energy consuming stations in each region.
- The Service will complete internal step-down guidance within three months of finalizing a DOI sustainable building step-down plan and within a year, fully integrate the guidance into our five-year project planning process.
- Invest in the Service's aviation program to maintain the DOI fleet and improve pilot safety.

- Retain maintenance capacity for the National Conservation Training Center to preserve the campus as the leading facility to engage, educate, and employ conservation professionals.
- Direct funding to the highest priority assets in the greatest need of repair across the National Fish Hatchery System to efficiently address \$293 million in current deferred maintenance needs.

National Park Service

- Prioritize maintenance on the highest-priority assets in accordance with the NPS Capital Investment Strategy.
- Remove, rehabilitate, and/or replace obsolete employee housing units that are in poor condition.
- Maintain efforts to preserve and protect cultural resources, including but not limited to stabilization and preservation of historic and prehistoric structures, protection of archaeological sites, and preservation of museum objects and archival collections.

Bureau of Land Management

- Ensure that BLM's management approach fully incorporates the Cultural Resource Program. The program is responsible for the diverse, culturally significant, and scientifically important aggregation of archaeological sites, historic structures, and paleontological resources on public lands.
- Prioritize deferred maintenance and capital improvement projects, emphasizing projects that create jobs in local communities, those that improve recreation access, and those that enhance visitor safety.
- Work closely with the Federal Highway Administration on Federal Lands Transportation Program, Federal Lands Access Programs, and Emergency Relief for Federally Owned Roads to complete high-priority projects to increase public access to BLM lands.
- Protect life, critical infrastructure, and natural and cultural resources through the BLM Fire and Aviation Program. Use mitigation, education, and community assistance programs to partner with local entities, homeowners, and business owners on projects to protect homes and the public. The BLM will partner with Rangeland Fire Protection Associations and rural fire departments to protect livelihoods, working landscapes, and local economies by conducting fuels management projects and collaborative efforts to create fuel breaks and reduce flammable vegetation to protect homes, communities, and the public in wildland-urban interface areas.

Bureau of Reclamation

- Assess accountability and control issues related to museum property collections. This includes collections of museum properties, natural history, and art that are catalogued,

preserved, and inventoried in accordance with Federal statutes and Departmental directives.

- Develop and establish a mitigation strategy for factors that may have negative impacts on the condition of collections.
- Engage law enforcement and install surveillance protections on a continuous basis to prevent theft, destruction, and vandalism of artwork collections and archaeological and cultural resources, especially in facilities not managed by BOR.

Indian Affairs

Trust Services – Natural Resources

- Continued utilization of Section 106: National Historic Preservation Act of 1966 to protect and preserve BIA historic structures.
- Continue the effective management and accounting for DOI-BIA museum property by ensuring compliance with 36 CFR 70 Code of Federal Regulations, Title 36, Part 79, Curation of Federally Owned and Administered Archeological Collections.
- Ensure compliance with applicable cultural resource statutes such as the National Historic Preservation Act, Archeological Resources Protection Act, and the Native American Graves Protection and Repatriation Act (NAGPRA).

Office of Facilities, Property and Safety Management (DFMC) – Construction

- DFMC will increase its capacity to directly manage more construction projects by managing projects in excess of \$1M and all new construction regardless of program. DFMC is working on hiring additional contract employees and new civil servants.
- Create additional indefinite delivery, indefinite quantity contracts and blanket purchase agreements to support improved architectural/engineering planning and design development work and construction site supervision.
- Assist regions with the execution of projects that have been funded for more than three years.

Indian Services – Transportation

- Maintain BIA-owned public facilities consisting of roads, bridges, pathways, and ferry boat/ferry dock.
- Reassess equipment needs impacting prioritized operational activities such as snow/ice removal, pavement sealing, pavement maintenance, and gravel maintenance.
- Work with tribal leadership to establish a pilot set of tribes to begin developing the process for complete and accurate reporting on maintenance activities.

Mission Area 5: Serving the Public

Goal 4: Prioritize DOI infrastructure needs and reduce deferred maintenance backlog

4.2: Improving Information Technology

Strategic Plan Performance Measures

Strategic Plan Performance Measures	Bureau	2021 Target	2022 Target
Percent of unclassified network hardware and software assets appropriately authorized and managed	OCIO	95%	95%
Assets appropriately managed		318,860	318,860
Number of DOI assets		335,642	335,642
Percent completion of DOI's Federal Information Technology Acquisition Reform Act Implementation Plan	OCIO	100%	100%
Number of actions completed		22	22
Total number of actions		22	22

Strategic Actions Planned through FY 2022

Office of the Chief Information Officer (OCIO)

- Implement Department of Homeland Security (DHS) continuous diagnostics and mitigation capabilities resulting in automated network monitoring, real-time analysis of critical security-related information, and enhanced risk-based decision making.
- Protect high value information assets by isolating these assets from the shared computing environment.
- Improve connectivity, with an emphasis on broadband in remote areas and standardized and streamlined Wi-Fi capabilities.
- Optimize data centers by reducing the total number of data centers, using trusted internet connections, and promoting standard services.
- Establish accountability, compliance, and risk management functions for improving management of Information Technology Management resources.
- Enable DOI employees to easily connect to DOI's network, bureau resources, and local printers at any DOI location, while keeping internal networks secure from non-DOI-managed devices.
- Establish and standardize Department-wide enterprise IT service management and service desk ticketing system.
- Simplify and streamline ordering processes for all DOI employees and will allow Headquarters and regional offices to obtain IT components quickly and efficiently.

Appendix – Acronym List

Acronym	Description
3DEP	3D Elevation Program
APD	Application for Permit to Drill
APG	Agency Priority Goal
APP	Annual Performance Plan
ARC	Advanced Research Computing
BIA	Bureau of Indian Affairs
BIE	Bureau of Indian Education
BLM	Bureau of Land Management
BOEM	Bureau of Ocean Energy Management
BOR	Bureau of Reclamation
BSEE	Bureau of Safety and Environmental Enforcement
cfs	Cubic feet per second
CMEWS	Critical Mineral Early Warning System
CUPCA	Central Utah Project Completion Act
DFMC	Office of Facilities, Property and Safety Management
DHS	Department of Homeland Security
DOE	Department of Energy
DOI	Department of the Interior
DRES	Division of Real Estate Services
E.O.	Executive Order
ECO	Ecosystems
EIS	Environmental Impact Statements
EPA	Environmental Protection Agency
ET	Evapotranspiration
FAS	Freely Associated States
FASS-CMS Cloud	Financial Assistance and Social Services – Case Management System
FSM	Federated States of Micronesia
FWS	U.S. Fish and Wildlife Service
GAO	Government Accountability Office
GDP	Gross Domestic Product
GPRA	Government Performance and Results Act Modernization Act
HMA	Horse and Burro Management Areas: Percent of Herd Management Areas
IAM	Indian Affairs Manual

ICWA	Indian Child Welfare Act
IIM	Individual Indian Money
ISP	Individual Self-sufficiency Plan
IT	Information Technology
IWAA	Integrated Water Availability Assessment
LIDAR	Light Detection and Ranging
MMBF	Million Board Feet
NAGPRA	Native American Graves Protection and Repatriation Act
NASA	National Aeronautics and Space Administration
NGWOS	Next-Generation Water Observing System
NLCD	National Land Cover Database
NOAA	National Oceanic and Atmospheric Administration
NPS	National Park Service
NSWSAP	National Space Weather Strategy and Action Plan
O&M	Operations and Maintenance
OCIO	Office of the Chief Information Officer
OCS	Outer Continental Shelf
OIA	Office of Insular Affairs
OIG	Office of the Inspector General
OMB	Office of Management and Budget
ONRR	Office of Natural Resources Revenue
OSMRE	Office of Surface Mining Reclamation and Enforcement
OST	Office of Special Trustee
OWF	Office of Wildland Fire
Palau	Republic of Palau
TAAMs	Trust Asset and Accounting Management System
TB	Tuberculosis
USFS	U.S. Forest Service
USGS	U.S. Geological Survey