

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: June 24, 2025

Agenda Item: L.10

Board Goal: Community Relations

Subject: Consideration and possible approval of the purchase of ThoughtExchange – Engagement+ - Fulcrum Management Solutions, Inc.

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

**A. Purpose of Agenda Item:**

☒ Action needed ☐ Information only ☐ Receive input

**B. Authority for This Action:**

☐ Local Policy: ☐ Law or Rule ☒ N/A

**C. Goal or Need Addressed:** The approval of this item allows for the school district to continue to have a subscription to ThoughtExchange, which is a stakeholder feedback tool used to guide decisions by leadership.

**D. Summary:**

☐ Previous board action relating to this item: N/A

☐ Future action anticipated: N/A

☒ **Background information:** The district has used this service for the past two years. This is the first year in which the service is more than \$50,000, necessitating the formal approval by the Board of Trustees. The company had generously provided discounts for the past two years as the district faced significant revenue shortfalls.

**E. Comments Received:**

☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☒ Other: HR Department

**F. Administrative Recommendation:** The administration recommends the approval of the purchase of ThoughtExchange - Engagement+ through Fulcrum Management Solutions, Inc.

**Advantages and benefits of this proposal:** This service enables the district to obtain organic feedback from its stakeholders to help guide decisions by leadership.

**Expected results in terms of student benefit/achievement:** When leaders obtain feedback from the people they serve, they make better decisions for students and staff.

**Effect of this action on other parts of the system:** When we make better decisions as leaders with stakeholder feedback, it cultivates trust.

**Consequences of not approving this recommendation:** The district would lose a tool that provides organic feedback in real time.

**G. Fiscal Impact and Cost:** \$55,642.60

☒ Budget ☐ Bond ☐ Grant/Special Funds: ☐ Other

☐ Budget Amendment Needed

Prior Year Spending: \$47,677.00

Bid / Contract Information: TIPS #230105

**Reasons for rejecting alternatives:** There are no other services that provide this type of organic real-time feedback, theming, and AI analysis.

**Future/Ongoing:** The district anticipates using this service into the future. It would appear in consent agenda henceforth.

**H. Monitoring and Reporting Time Line:**

**Person responsible for evaluating this decision or action:** Christina Courson

**Evaluation method and time line:** N/A

**Next report to the board:** N/A

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the purchase of ThoughtExchange – Engagement+ through Fulcrum Management Solutions, Inc. for an amount not to exceed \$55,642.60, as presented.