

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: June 24, 2025

Agenda Item: N.9

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.