

Denton Independent School District
Applicant Assessment Selection Tools & Employee Engagement Survey Purchase
 July 27, 2021

SUMMARY:

This item requests approval of the quote from Gallup, Inc. in the amount of \$333,305.00 for the purchase of a three-year service agreement between Gallup, Inc. and the Denton Independent School District for services related to the TeacherInsight, PrincipallInsight Bundled, Education Tier 3 Integration, and Gallup Access Workplace Survey Subscription and Consulting (EDU).

BOARD GOAL:

- Growth & Management – Demonstrate effective and efficient management of district resources
- Growth & Management – Recruit, employ, and retain high quality teachers
- Culture & Climate – Support a working environment ensuring open and transparent communication
- Culture & Climate – Establish high expectations for success

PREVIOUS BOARD ACTION:

None

BACKGROUND INFORMATION:

The District has a need to provide an objective, systematic approach to identifying and selecting talented teachers and administrators. This assessment is the result of over 40 years of research conducted by Gallup to identify what it takes to be a successful teacher or administrator and provides an efficient and objective way to evaluate and rank potential new hire candidates for such roles.

The District also has a need to implement a more comprehensive, robust, and efficient way of measuring and supporting the District’s climate and culture for all employees by way of a survey that is more progressive and innovative in analysis, providing action steps, and best practices to address employee engagement. The Gallup Access Workplace Survey Subscription and Consulting will provide the impetus to address this need. This partnership with the Gallup Inc. will allow us to bundle these platforms in a way that is best for our employees and for district operations.

This is a three-year contract agreement.

Service	Year 1	Year 2	Year 3	Contract Total
TeacherInsight	\$23,400.00	\$23,400.00	\$23,400.00	
PrincipallInsight Bundled	\$7,200.00	\$7,200.00	\$7,200.00	
Education Tier 3 Integration	\$12,000.00	\$-	\$-	
Single Sign On	\$500.00	\$-	\$-	
Keynote Presentation	\$-	\$-	\$-	
Gallup Access – Workplace Survey Subscription and Consulting (EDU)	\$76,335.00	\$76,335.00	\$76,335.00	
	\$119,435.00	\$106,935.00	\$106,935.00	\$333,305.00

SIGNIFICANT ISSUES:

This aligns with some of the Human Resources major goals in the recruitment and retention of our employees and the maintaining of employee wellbeing. This will lead to helping to distinguish the Denton ISD as a great workplace organization. This purchase is being brought for approval in accordance with the District’s CH (local) policy.

FISCAL IMPLICATIONS:

The cost will be borne by the appropriate department budgets.

BENEFIT OF ACTION:

The approval of this purchase will allow the District to recruit and hire the most talented candidates, as well as provide insight to help support their wellbeing. In addition, this will help support the retention of our most valuable resource (our employees) and should have positive implications on the District's budget.

SUPERINTENDENT'S RECOMMENDATION:

It is recommended that the quote from Gallup, Inc. in the amount of \$333,305.00 for the purchase of a three-year service agreement between Gallup, Inc. and the Denton ISD for services related to the TeacherInsight, PrincipalInsight Bundled, Education Tier 3 Integration, and Gallup Access Workplace Survey Subscription and Consulting (EDU) be approved.

STAFF PERSONS RESPONSIBLE:

Scott Niven, Deputy Superintendent
Robert Stewart, Assistant Superintendent of Human Resources
Dianna Casper, Director of Purchasing

ATTACHMENTS:

APPROVAL:

Signature of Staff Member Proposing Recommendation: _____

Signature of Divisional Assistant Superintendent: _____

Signature of Superintendent: _____