

Personnel Management and Services
Nelson E. Diaz, Deputy Superintendent

SUBJECT: REQUEST FOR AUTHORIZATION TO ENTER INTO A CONTRACTUAL AGREEMENT WITH THE GALLUP ORGANIZATION EDUCATION SERVICES DIVISION FOR THE GALLUP PRINCIPAL PERCEIVER PROCESS

The Miami-Dade County Public Schools (M-DCPS) Leadership Assessment Process is designed to assess administrative potential. The Gallup Principal Perceiver Process (the Gallup Process) has been used by M-DCPS since 1996 as a follow up to the 1996 Human Resource Management Development State audit team recommendation.

The Gallup Process is a structured interview process designed to measure the talent and subsequently predict the performance of principals and assistant principals after acquiring the position. Potential administrative candidates participate in a structured personal interview that has an objective reliable scoring system to evaluate responses. Interview results provide accurate information about a person's potential job performance in a short amount of time. The use of the Gallup Process can significantly increase the level of accuracy in identifying talent and predicting success.

Authorization is requested to enter into a contractual agreement with the Gallup Organization Education Services Division for the Gallup Principal Perceiver Process from June 30, 2000 through June 29, 2001, at a cost not to exceed \$55,000. The first year of the contract provides in depth training in the Gallup Process for 20 new assessors at a cost of \$41,000. In addition, 40 previously trained assessors will be re-certified, as required by the Gallup Organization, at a cost of \$14,000. The Board will have the option to renew the contract for re-certification of assessors for the next two years at a cost of \$21,000 per year, to ensure reliability in the application of the assessment instrument.

The appropriation for this item will be included in the General Fund of the 2000-01 Tentative Adopted Budget to be approved by the Board July 2000.

The Professional Services Contract Committee, established by the School Board Rule 6Gx13-3F-1.021, reviewed this item on April 26, 2000 and has determined that an exception to the rule be made, as determined by the committee.

RECOMMENDED: That The School Board of Miami-Dade County, Florida:

1. authorize the Superintendent to enter into a contractual agreement with the Gallup Organization Education Services Division of the Gallup Principal Perceiver Process from June 30, 2000 through June 29, 2001, in the amount of \$55,000; this item will be brought to the Board annually for the next two years to consider contract renewal for re-certification of assessors in the amount of \$21,000 per year; and
2. grant an exception to School Board Rule 6Gx13-3F-1.021.

The appropriation for this item will be included in the General Fund of the 2000-01 Tentative Adopted Budget to be approved by the Board July 2000.

NED/ay