

Personnel Management and Services  
Magaly C. Abrahante, Chief Personnel Officer

**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 State of Florida Human Resource Management Development Audit Committee recommendation.

The Gallup Process is a structured interview system 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 continue the contractual agreement with the Gallup Organization Education Services Division for the Gallup Principal Perceiver Process from April 18, 2002 through April 18, 2003, at a cost not to exceed \$21,000. Sixty previously certified assessors would be re-certified as required by the Gallup Organization to ensure reliability in the application of the assessment instrument. The Principal Perceiver instrument is copyrighted material. Gallup Corporation is a sole source provider for this instrument. The appropriation for this item was included in the General Fund of the 2001-2002 Adopted Budget.

The Professional Services Contract Committee, established by the School Board Rule 6Gx13- 3F-1.021, Contract and Documents, reviewed this item on March 19, 2002, and has determined that an exception to the rule be made again, as determined by the committee. The Gallup recertification item will be brought to the Board annually for consideration for contract renewal.

**RECOMMENDED:** That The School Board of Miami-Dade County, Florida, authorize the Superintendent to enter into a contractual agreement with the Gallup Organization Education Services Division of the Gallup Principal Perceiver Process from April 18, 2002 through April 18, 2003, at a cost not to exceed \$21,000; this item will be brought to the Board annually for consideration of contract renewal for re-certification of assessors in the amount not to exceed \$21,000 per year.

The appropriation for this item is included in the General Fund of the 2001-2002 Adopted Budget.

MCA/ay