



BIBB COUNTY SCHOOL DISTRICT

Dr. Dan A. Sims, Superintendent

ACTION MEMORANDUM

To: Bibb County Board of Education
From: Dr. Katika Lovett, Chief of Staff
Subject: Gallup – Building a Culture of Strengths Professional Development
Date: June 15, 2023

Summary:

Gallup is a global research and analytics firm that helps organizations solve their most pressing problems. Gallup findings support a growing body of research pointing to the individual principal and teacher as the most important school factors related to student engagement, wellbeing, and academic success. It has been shown that leaders and teachers who focus on students' strengths and students who use these strengths daily show marked improvement across many academic and behavioral measures. As we redefine education after the challenging COVID-19 pandemic, there is an urgency to value our employees and their strengths. Further this is an extension of #Built4Bibb and is a critical step in aligning our employees' strengths with the needs of our students.

Background

Gallup defines engaged employees as more than simply satisfied – they are highly involved in and enthusiastic about their work and workplace. Leaders are responsible for 70% of the variance in employee engagement. Gallup supports school districts by aiding leaders in identifying their strengths and measuring the engagement of their staff. Leaders receive executive coaching on an on-going basis to leverage their strengths to increase employee engagement, effectiveness, job satisfaction, and retention. Gallup experts support leaders in developing talented educators and creating engaging learning environments which foster long-term student success.

Recommendation:

It is recommended that the Board authorize the Superintendent to enter into a one-year contract with Gallup for the 2023-2024 school year to not exceed \$207,538.00, which will come from General Funds with an optional renewal for one additional year.

Superintendent's Comments and Approval:

Superintendent's comments	Select one
	Approved
	Not Approved