

BIBB COUNTY SCHOOL DISTRICT
Dr. Dan A. Sims, Superintendent

ACTION MEMORANDUM

To: Bibb County Board of Education
From: Dr. Katika D. Lovett, Deputy Superintendent
Subject: Gallup Renewal, Year 3

Summary:

Gallup, leading global research, and analytics firm has been instrumental in advancing the Bibb County School District's (BCSD) strategic goals by enhancing employee engagement and leveraging individual strengths in leadership, teaching, and learning. Over the past two years, Gallup's initiatives have significantly contributed to creating a culture where educators are empowered to utilize their strengths, leading to notable improvements in employee engagement, wellbeing, and student outcomes. The recent #Built4Bibb Employee Engagement Survey reflects these positive changes, with substantial gains in key areas of employee engagement. As BCSD continues to align with its strategic plan, #Built4Bibb, renewing our partnership with Gallup is essential to further embed these positive changes and ensure the success of our mission.

Background:

Gallup's extensive research highlights that engaged employees are deeply involved and enthusiastic about their work. Leaders account for 70% of the variance in employee engagement, making their development a critical focus area. Gallup has supported BCSD by helping leaders and teachers identify their strengths through the CliftonStrengths assessment, which measures individuals' recurring patterns of thought, feeling, and behavior. This foundational step is followed by continuous coaching and development, ensuring that strengths are not only identified but effectively harnessed to improve performance.

The strengths-based approach has been integrated into various aspects of the district's operations, particularly in leadership development. Leaders receive ongoing executive coaching to leverage their strengths, thereby enhancing employee engagement, job satisfaction, and retention. This development cascades to teachers, who, in turn, create more engaging and effective learning environments.

The 2023 #Built4Bibb Employee Engagement Survey demonstrated significant improvements in employee engagement:

- Overall Engagement: Increased from a mean of 4.04 to 4.10.
- Recognition: Improved from 3.60 to 3.69.
- Opportunities to Do Best: Increased from 4.09 to 4.18.

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- Progress: Notably improved from 3.95 to 4.08.
 - Learning and Growth: Increased from 4.17 to 4.23.

These improvements highlight the effectiveness of Gallup's strategies and their alignment with BCSD's mission to maximize student achievement and social emotional wellbeing by building a sense of community in safe, equitable learning environments.

Recommendation:

It is recommended that the Bibb County Board of Education authorize the Superintendent to enter into the third, one year renewal of the Gallup contract for the 2024-2025 school year, not to exceed \$170,238.00, funded from General Funds.

By renewing this contract, the district will sustain and expand the positive impacts of the strengths-based culture, ensuring that all employees are equipped to contribute their best in leading, teaching, and learning. This aligns with our strategic goals and is a critical investment in the long-term success of our students and staff.

Superintendent's Comments and Approval:

Superintendent's Comments	Approved / Not Approved
Dr. Dan A. Sims	Approved