

NOTICE OF SOLE SOURCE PROCUREMENT

Date: Tuesday, October 14, 2008

Vendor/Contractor: **Gallup Educational Division**

Contract Amount: First year: \$83,000.00
Years 2 & 3: \$70,000.00

Description of Services: Teacher online interview process.

Sole Source Determination: Only data driven instrument developed specifically to determine the likelihood for success of teacher applicants.


Date of Award: TBD


0CT14:08 AM 11:05 VBPS


Department of Human Resources
Quality • Diversity • Passion • Commitment

MEMORANDUM

TO: J. Kevin Beardsley, Director
Office of Purchasing Services

FROM: John A. Mirra, Assistant Superintendent 
Department of Human Resources

Edward L. Jones, Director 
Employment Services

Brenda C. Harris, Director 
Employee Relations

SUBJECT: **SOLE SOURCE REQUEST**

DATE: October 13, 2008

COMPANY: Gallup - Education Division

Gallup - Education Division is the developer and sole source provider for the Teacher Insight online interview. Its predecessors, the Teacher Perceiver and Urban Teacher Perceiver interviews were conducted in person by specially trained interviewers. Because the new system is online and scoring is automated, there is little risk of interviewer subjectivity.

Based on years of research involving comparisons of responses to survey questions by high performing teachers with other teachers in general, the Insight interview predicts potential future success rates for interviewees. Independent studies conducted by the St. John's School District in Florida, concluded that Teacher Insight interviewees who scored above the mean on the interview produced significantly higher results than lower Insight interview scorers during their first year with the district. 78% of the Insight high scorers had student increases above 70% on Reading tests and 79% of those same high scoring Insight applicants who were hired had student increases of 69% on math scores.

As part of our new web-based application process, the Teacher Insight online interview will provide a powerful and efficient screening tool for principals to use in determining whom to invite for live interviews at their schools. By providing principals with instant information regarding applicants, VBCPS will cease to run the risk of losing out on blue chip candidates because of an antiquated paper process.

In addition, because all teacher applicants have access to an online interview, VBCPS reduces its risk of exposure to EEOC complaints. Every teacher applicant has an opportunity for an objective, research-based interview. Risks of interviewer bias for initial screening interviews are virtually eliminated.

According to our research, this is the only data driven instrument specifically developed to determine the likelihood of success for teacher applicants. The Gallup Teacher Insight is currently used by approximately 300 school districts across the USA. In Virginia it is being used by the Norfolk, Newport News, Richmond, Loudoun and Fairfax School divisions among others.

The estimated cost is \$83,000 for the first year and then an average of \$70,000 yearly after that.

Please review the proposed contract and advise whether or not we may proceed on a sole source basis with Gallup - Education Division. We believe the Teacher Insight interview will become an essential part of our new web-based application process in support of the strategic plan. Please let me know if you have questions or if additional information is needed. Thank you for your assistance.

APPROVED: J. Kevin Blandy DATE: 10/14/08