

BOT Meeting:	October 21, 2019
Solicitation No.:	RFP 20-003MC
References:	Board Policy District Goal 3
Description:	<p>Organizational Health of Fort Bend ISD</p> <p><u>Recommendation</u></p> <p>Consideration and possible approval of the purchase of services to measure the organizational health of the District in an amount not to exceed \$1,145,000 over a three-year period, and authorization for the Superintendent to negotiate and execute the contract through October 2022.</p> <p><u>Summary</u></p> <p>Fort Bend ISD is committed to providing a supportive climate and safe learning/working environment. District Goal 3 states, “Fort Bend ISD will provide an inclusive, collaborative, and fluid learning environment with opportunities for both risk-taking and success.” We have determined that the customary “climate survey” does not provide sufficient data to truly identify the organizational health of FBISD. Therefore, on July 25, 2019, the District issued RFP 20-003MC to identify qualified and experienced vendors to collaborate with Fort Bend ISD to measure the organizational health of all areas within the District.</p> <p>Through the procurement process, the evaluation team selected Organizational Health: Diagnostics & Development Corporation as the best value contractor to provide those services. Included in the services, the vendor will help establish a baseline of the District’s current organizational health at the District-wide level, and the individual unit level – campuses and district level departments. The ultimate goal of gathering this data is to ensure ever-improving student achievement, improving the culture at the campus and district level, and setting a new baseline for continued improvement.</p> <p>Organizational Health uses a research based approach to assess the following components of organizational health:</p> <ul style="list-style-type: none"> • GOAL FOCUS: Goal Focus is the ability of persons, groups, or organizations to have clarity, acceptance, support, internalization, and advocacy of goals and objectives. • COMMUNICATION ADEQUACY: Communication Adequacy exists when information is relatively distortion free and travels both vertically and horizontally across the boundaries of an organization. • OPTIMAL POWER EQUALIZATION: Optimal Power Equalization is the ability to maintain a relatively equitable distribution of influence between leaders and team members.

	<ul style="list-style-type: none"> • RESOURCE UTILIZATION: Resource Utilization is the ability to coordinate and maintain inputs, particularly personnel, effectively with a minimal sense of strain. • COHESIVENESS: Cohesiveness is the state when persons, groups, or organizations have a clear sense of identity. Members feel attracted to membership in an organization. They want to stay with it, be influenced by it, and exert their own influence within it. • MORALE: Morale is that state in which a person, group, or organization has feelings of well-being, satisfaction, and pleasure. • INNOVATIVENESS: Innovativeness is that ability to be and allow others to be inventive, diverse, creative, and risk taking. • AUTONOMY: Autonomy is that state in which a person, group or organization has the freedom to fulfill their roles and responsibilities. • ADAPTATION: Adaptation is that ability to tolerate stress and maintain stability while coping with the demands of the environment. • PROBLEM SOLVING ADEQUACY: Problem-solving Adequacy is an organization's ability to perceive problems and solve them with minimal energy. The problems stay solved and the problem-solving mechanism of the organization is maintained and/or strengthened. <p><u>Background</u></p> <p>Expenditures will not exceed \$1,145,000 over a three-year period and funding is included in the budget. This amount represents approximately \$383,000 to be spent in the first year, and a total of approximately \$571,100 for the second and third years with a 20% contingency to cover growth and expansion. The cost of these services is based on annual assessments and will decrease every year as the leaders work through their individualized reports and the improvement priorities become an integral part of the campus and department improvement plans.</p>
Requested By:	Gwyn Touchet – Chief Human Resources Officer Anthony Indelicato – Chief of Staff
Vendors:	Organizational Health: Diagnostics & Development Corporation
Budget Sources:	General Fund
Amount:	Not to exceed \$ 1,145,000 through October 2022
Other Supporting Information	
Sole Source:	No
Number of vendors contacted by Purchasing:	1
Number of vendors contacted by FBISD Notification System:	4535
Number of vendors downloaded the solicitation:	146
Number of responses received:	2
Number of “no bid” responses received:	0
Length of commitment:	Through October 2022

Last solicitation date:	N/A
Supporting documents:	Evaluation Summary and Rubric
Disclosure under Board Policy CH, CV, or DBD (Local):	None

VENDOR	Purchase Price (20 pts max)	Reputation of the Vendor and the vendor's goods and services (5 pts max)	Quality of the vendor's goods or services (25pts max)	Extent to which the goods or services meet the district's needs (25 pts max)	Vendor's past relationship with the district or similar size district (10 pts max)	Long-term cost to the district to acquire the Vendor's goods or services (5 pts max)	Agreement to Fort Bend ISD Terms and Conditions (5 pts max)	Insurance Requirements (5 pts max)	Total Score (100 pts. Max)	Proposer's Ranking
Organizational Health: Diagnostic & Development Corporation	12	5	22	22	9	4	5	5	84	1

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EVALUATION CRITERIA: Proposal shall be evaluated using the evaluation criteria listed below. Fort Bend ISD reserves the right to award contract as best meets the District’s needs such as per section, groups, or all.

	Evaluation Criteria	Point System
1	Purchase price Offer a fair reasonable price for items or services to be procured by Fort Bend ISD. Pricing will be calculated using the Price Delivery Sheet in this document.	20 points
2	Reputation of the vendor and of the vendor’s goods or services Vendor should have a solid reputation with other ISD’s, Government or Collegiate entities that show a high level of customer service, a high level of quality of good or services. (References will be contacted via email with a deadline. If no response is received by the deadline, there will be points deducted in this section.)	5 points
3	Quality of the vendor’s goods or services <ul style="list-style-type: none"> • service capabilities • demonstrated competence: experience, etc. • qualifications: education, certification, licenses, etc 	25 points
4	Extent to which the goods or services meet the district’s needs	25 points
5	Vendor’s past relationship with the district.	10 points
6	Long-term cost to the district to acquire the Vendor’s goods or services Warranty, setup fee; maintenance or other fees	5 points
7	Extent to which the vendor agrees to our Standard Form of Agreement embedded herein as Appendix A. By Signing the Agreement , you assent to the Terms and Conditions of Fort Bend ISD	5 points
8	Insurance requirements: Vendor meets insurance requirements and included a copy of the Certificate of Insurance in their proposal.	5 points
9	The impact on the ability of the District to comply with laws and rules relating to historically underutilized businesses;	N/A
10	Vendor’s Principal place of business is in the state of Texas, or employs 500 people in this state (this is optional but can not be done using federal funds).	N/A
	TOTAL	100 points