

Covington Independent School District Upbeat Proposal | February 2025

Prepared by

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Teach Upbeat, Inc



Upbeat Offerings | SY 25-26

We have several options for Covington Independent School District to consider that are ways to effectively partner with Upbeat to meet your objectives.

Option 1	Option 2	Option 3
Exit Survey for Instructional Staff	Engagement Survey for Instructional Staff + Principal Coaching	Engagement Survey for Non-Instructional Staff
School Year 2025-26	School Year 2025-26	School Year 2025-26
<ul style="list-style-type: none"> » Exit survey deployment to any teacher leaving the district over the course of the year » Ongoing exit survey reports based on completions from departing staff » Two hours of consulting to review & action plan based on exit survey reports 	<ul style="list-style-type: none"> » Two survey administrations » Two hours of virtual district leadership consultations per survey administration » PowerPoint presentation on survey results » Survey report » Unlimited administrator level access to the online dashboard through September 1, 2026 » Implementation toolkits based on areas of growth for the district » 30-minutes of individual principal virtual consultations for each principal with an Upbeat Leadership Coach to review results per survey administration; total of eight (8) hours of coaching per school year » Customized implementation toolkits for each school based on individual school results » Principal access to Upbeat Leadership Coaches for two months after consultation to provide implementation support 	<ul style="list-style-type: none"> » Two survey administrations » Survey to all classified staff in the district » Unique employee engagement survey for non-instructional staff » English and Spanish Version » 30-minutes of virtual consultations with district leadership to review survey results per survey administration
Unit Price: \$1,030/school	Unit Price: \$3,090/school	Unit Price: \$30/employee
Qty (estimated number of schools): 8	Qty (estimated number of schools): 8	Qty (estimated number of employees): 300
Total (estimated): \$8,240	Subtotal (estimated): \$24,720	Total (estimated): \$9,000
	Total (estimated): \$23,484**	

*Pricing updated as of 2/4/2025

**District-wide expansion discount: 5% off pricing for Upbeat's Engagement Survey with Coaching when expanding from 2 to 8 schools.

Implementation Timeline | Engagement Survey

SY 25-26

We propose the following as a tentative implementation timeline for administering the engagement survey next school year.

Engagement Survey SY 25-26	
Deadline	Action Step
August 11, 2025	Upbeat and Covington ISD fall implementation launch meeting
October 1, 2025	Covington ISD to share employee names and the following data with Upbeat: <ul style="list-style-type: none"> » First name » Last name » Employee identification number » School » Email address » Survey type (teacher, non-instructional staff, department) » Date of data pull » Race/Ethnicity » Gender » Subject Area/Role » Years of experience in district » Total years working/teaching experience
October 27-November 7, 2025	Survey Administration Window
December 1, 2025* <i>Date adjusted based on Thanksgiving holiday</i>	District administrators and school principals receive access to online dashboard and data reports by school
December 1, 2025	Upbeat meets virtually with Covington ISD leadership to share results. Upbeat leadership coach gives presentation to principals as well
December 2-5, 2025*	Virtual consultation with each individual principal on their school results
January 2026	Review fall survey process and plan for spring 2026
February 18, 2026	Covington ISD to share updated employee data
March 9-20, 2026	Survey Administration Window
April 6, 2026	District administrators and school principal receive access to online dashboard and data reports by school
April 6, 2026	Upbeat meets virtually with Covington ISD leadership to share results
April 7-10, 2026	Virtual consultation with each individual principal on their school results
June 2026	Review survey process and plan for SY 26-27