



Request for Proposal 26007
Comprehensive Surveying Platform
Addendum 1
October 17, 2025

QUESTIONS

1. What specific data does the District want to integrate from MUNIS and HRIS, as outlined in the Scope of Work/Requirements, Integration & Interoperability section on page 3 of the RFP?

Answer: We require the capacity to integrate employee identifiers, characteristics, and demographic data (including work location) as well as the organization's hierarchy.

2. Section 7 - Do you expect this to be a product offering (COTS), or can it be a solution that we build specifically for the TPS's requirements?

Answer: We have a stronger preference for tested products (COTS). However, if a vendor has a demonstrated track record of building custom products and could comply with our timeline, we would be open to considering such a solution.

3. Section 7 - Can you confirm whether there is an incumbent vendor currently providing survey or engagement solutions for TPS?

Answer: Yes, TPS currently contracts a variety of services for surveying purposes and through this RFP we plan to consolidate down to a single solution.

4. Section 7 - Is the incumbent vendor allowed to participate in this RFP?

Answer: Yes.

5. Section 7 - What are the current limitations and challenges that you are facing?

Answer: We currently do not have access to a library of resources to address identified concerns (i.e. follow-up recommendations post-survey) that could apply to a variety of surveyed groups (e.g. employees, students, families/community). Additionally, we struggle with inconsistent messaging/email distribution capabilities to participants across surveying platforms.

6. Section 7 - What are the district's current systems or tools used for surveys, climate studies, or engagement (e.g., Panorama, Qualtrics, SurveyMonkey, Google Forms)?

Answer: TPS currently uses all of the examples noted above. Additionally, individual teams may use one-off software or products that the RFP team is unaware of.

7. Section 7 - How does TPS currently analyze and act on survey data? Are insights tied to HR, academic, or attendance outcomes?

Answer: Principals regularly monitor their student and building staff survey data to assess building climate and social and emotional learning outcomes. Our Talent/HR department employs regular employee surveying, to monitor role agency, organization trust, KPIs, and manager engagement, among other metrics. Finally, some teams utilize one off surveys and forms to collect information on specific school or team questions.

8. Section 7 - How often does TPS conduct districtwide surveys (e.g., annual climate, quarterly feedback, ad-hoc events)?

Answer: Principals survey their buildings for SEL outcomes and objectives biannually. HR/Talent utilizes surveying various times throughout the year, including a biannual School Leader (principals) survey, a biannual district office staff survey, and running 30/60 day new employee onboarding and exit surveys. TPS also maintains an annual family engagement survey and uses surveying products to engage with local community members as we design our 2027 strategic plan.

9. Section 7 - Does TPS plan to integrate survey analytics with its data warehouse or BI tools (e.g., Tableau, Power BI, Google Data Studio)?

Answer: Not at this time, but as we scale up our surveying strategy we may require these capabilities. Currently, we regularly pull the data via API and R packages.

10. Section 7 - What is the expected number of users and survey participants (districtwide, including students and families)?

Answer: Tulsa Public Schools serves over 30,000 students, alongside their families. TPS employs over 5,000 individuals. The survey product must have the capacity to serve groups on this scale.

11. Section 7 - Who will be responsible for hosting?

Answer: Vendor hosting is preferred.

12. Section 7 - What is the hosting preference – Cloud vs On-prem?

Answer: Cloud hosting is preferred.

13. Section 7 - What hosting provider is currently being used for the existing system, and will the awarded vendor be expected to continue with this provider or propose and manage a new hosting environment?

Answer: Tulsa Public Schools currently employs a number of surveying solutions. Most are hosted by the vendors, and we prefer to maintain this arrangement.

14. Section 7 - What is your preferred hosting service provider (AWS or Azure)?
Answer: Our IT department has a slight preference for AWS.
15. General - Who are the primary stakeholders collaborating with the vendor, and what are their roles?
Answer: Primary stakeholders will be members of the following teams: Strategy, Data, Talent/HR, Student and Family Support Services, Communications, School leaders (principals), IT/Operations.
16. General - What are the expectations and timeline for ongoing support and maintenance after the system is implemented?
Answer: We expect that the vendor will assist with standing up the product, ongoing implementation, and ongoing customer service (e.g. on a quarterly basis).
17. Section 3 - Do you have an estimated project start date and desired go-live date? Please mention in months.
Answer: We anticipate a universal survey solution that will launch at the beginning of our fiscal year in July 2026.
18. Section 5 - The RFP estimates an annual cost of \$250,000. Is that figure a budget ceiling, reference estimate, or available funding allocation?
Answer: That figure is the currently budgeted ceiling for this product.
19. Section 7 - Do you expect the vendor to perform any tasks on-site, or can all work be performed remotely?
Answer: Work may be conducted remotely so long as the nature of the task does not necessitate on-site activity, and the quality of ongoing support remains at a high standard.
20. Section 7 - Do you accept offshore resources?
Answer: All data belonging to Tulsa Public Schools need to be housed in the United States.

Vendor Signature

Date:

Maranda Jessie
Purchasing Manager

Proposal responses must include a copy of this page, signed by the vendor, confirming receipt of same. We hope this information is helpful in developing your response and we appreciate your participation.