Newmeasures™

COLLABORATE

Building Our DPS Together

This presentation is specially prepared for:
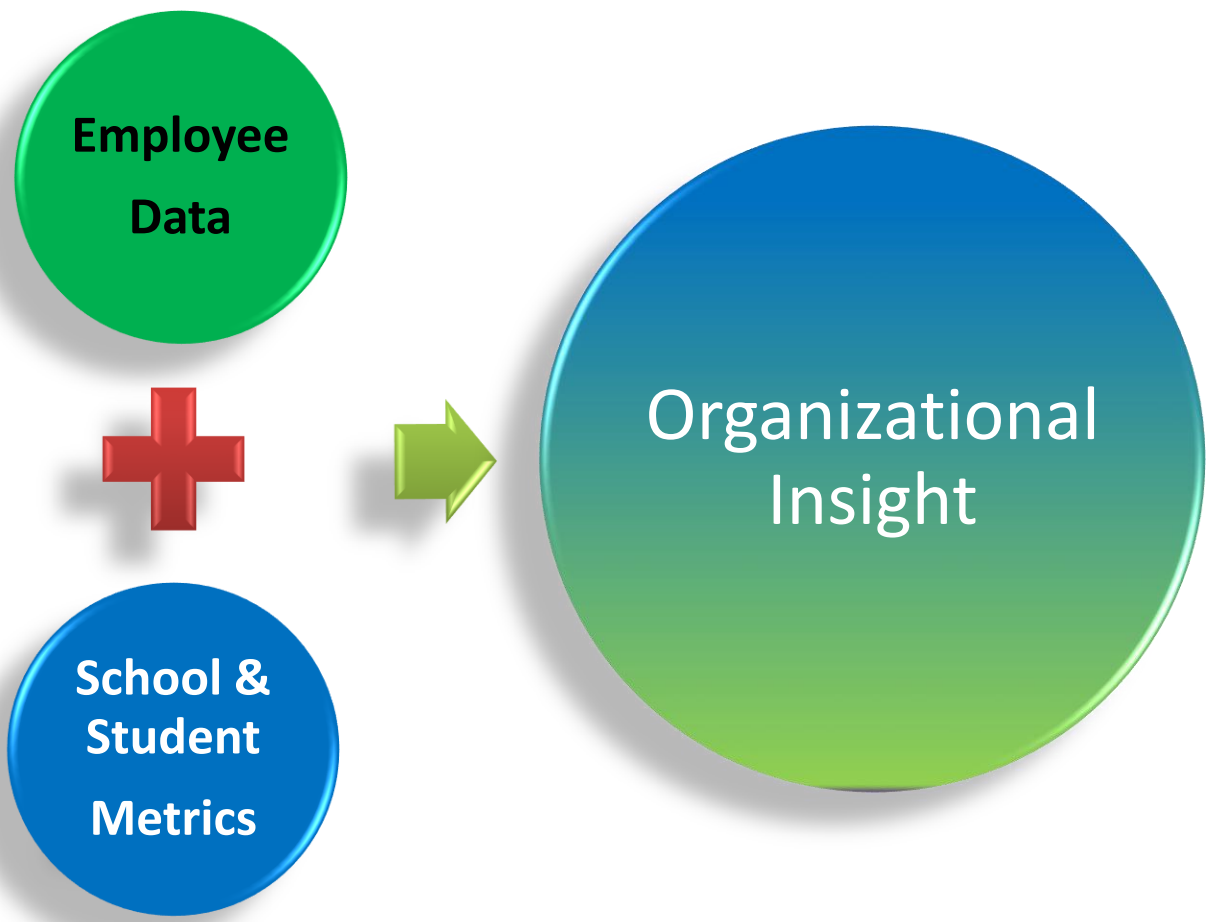
DENVER PUBLIC SCHOOLS

Discover a World of Opportunity™

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Surveys Provide Valuable & Actionable Insight

Engagement and Leadership
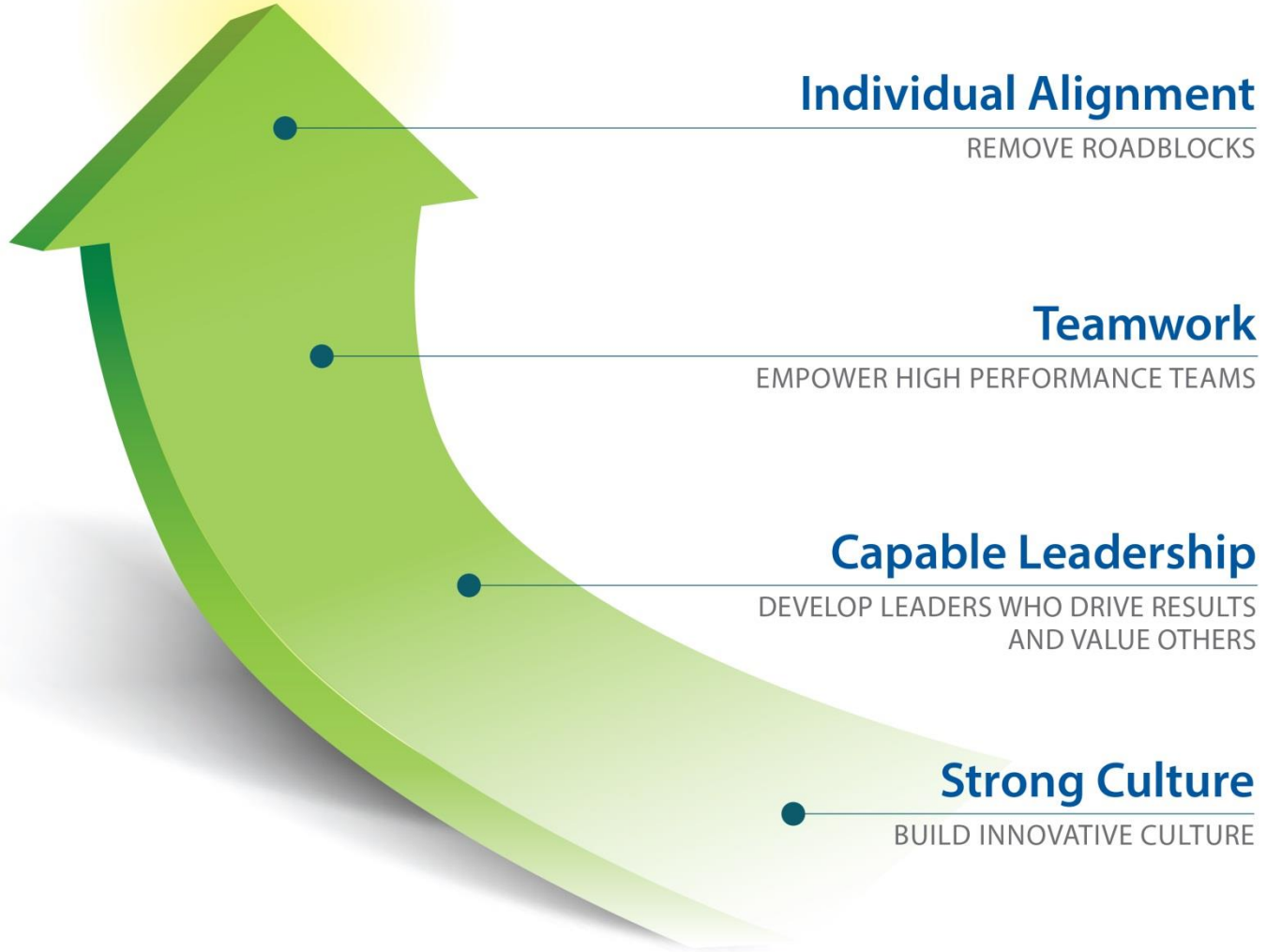

Effectiveness

DRIVE RESULTS AND
DEMONSTRATE EXPERTISE

**Mission
Acceleration**

Valuing People

ENGAGE AND
INSPIRE

4 Accelerators of Engagement

Mission Accomplished

Individual Alignment
REMOVE ROADBLOCKS

Teamwork
EMPOWER HIGH PERFORMANCE TEAMS

Capable Leadership
DEVELOP LEADERS WHO DRIVE RESULTS
AND VALUE OTHERS

Strong Culture
BUILD INNOVATIVE CULTURE

Great Increases in Participation

	Previous	Current
Full Survey	67%	75%
Teacher Perception Survey	82%	85%
Central School Support	62%	76%

The Big Picture

Overall Engagement Score
(average of all items)

2013	2014
67%	73%

Engagement Outcomes Improved

> The components of the engagement index we asked in both years improved 3 points

> 91% view their job as having a positive impact on DPS (up 5 points)

> 85% enjoy their work (up 4 points)

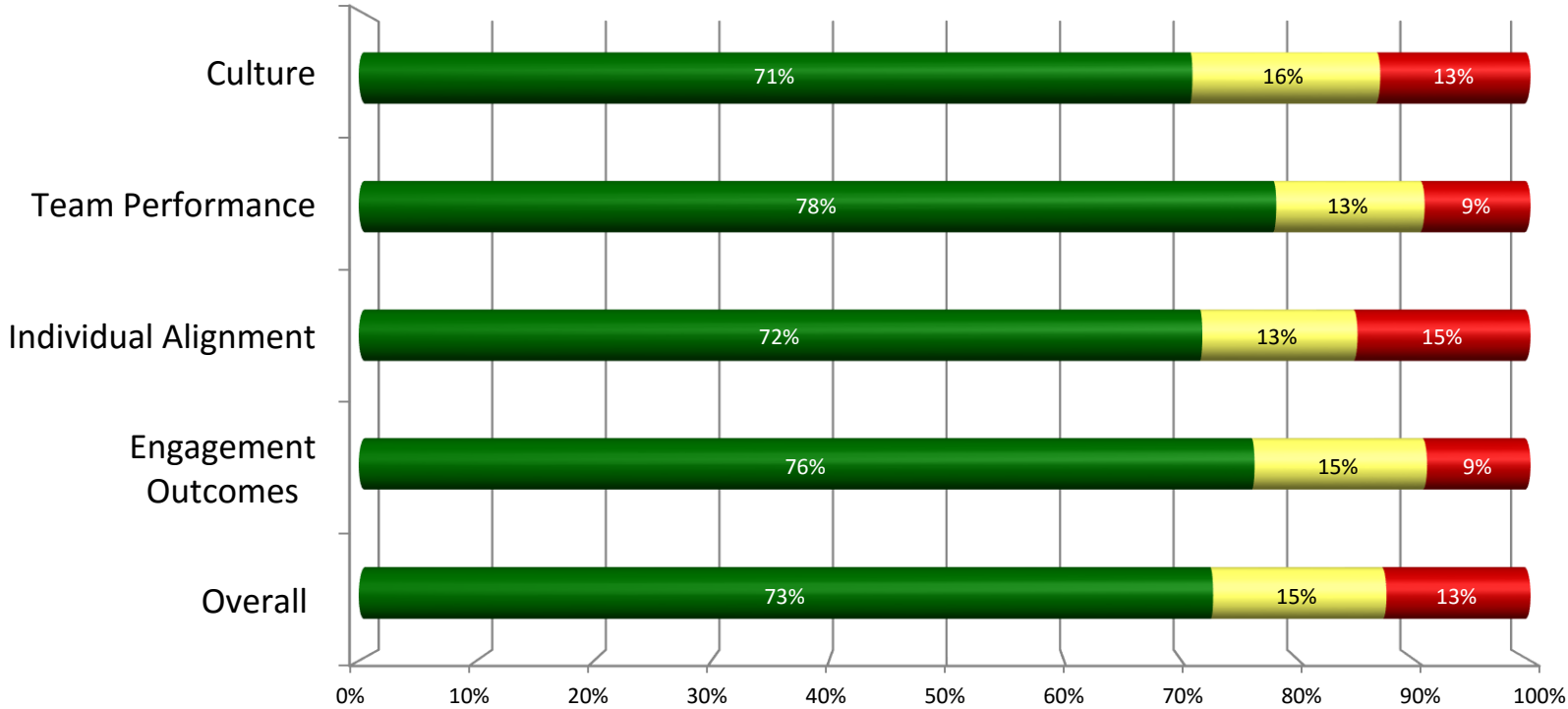# *Why does the dashboard show the engagement index dropping one point?*

> Added a new question: I feel valued as an employee of Denver Public Schools

> Critical indicator of engagement

> Lower scoring question: 61% feel valued

High-level Summary: Accelerators

Survey Interpretation Guidelines
based on normative data

Good	Very Good	Best-in-Class
70%	80%	85%

Dimension Scores

■ % Favorable ■ % Neutral ■ % Unfavorable

Dimension	% Favorable	% Neutral	% Unfavorable
Culture	71%	16%	13%
Team Performance	78%	13%	9%
Individual Alignment	72%	13%	15%
Engagement Outcomes	76%	15%	9%
Overall	73%	15%	13%

% Favorable by Accelerator

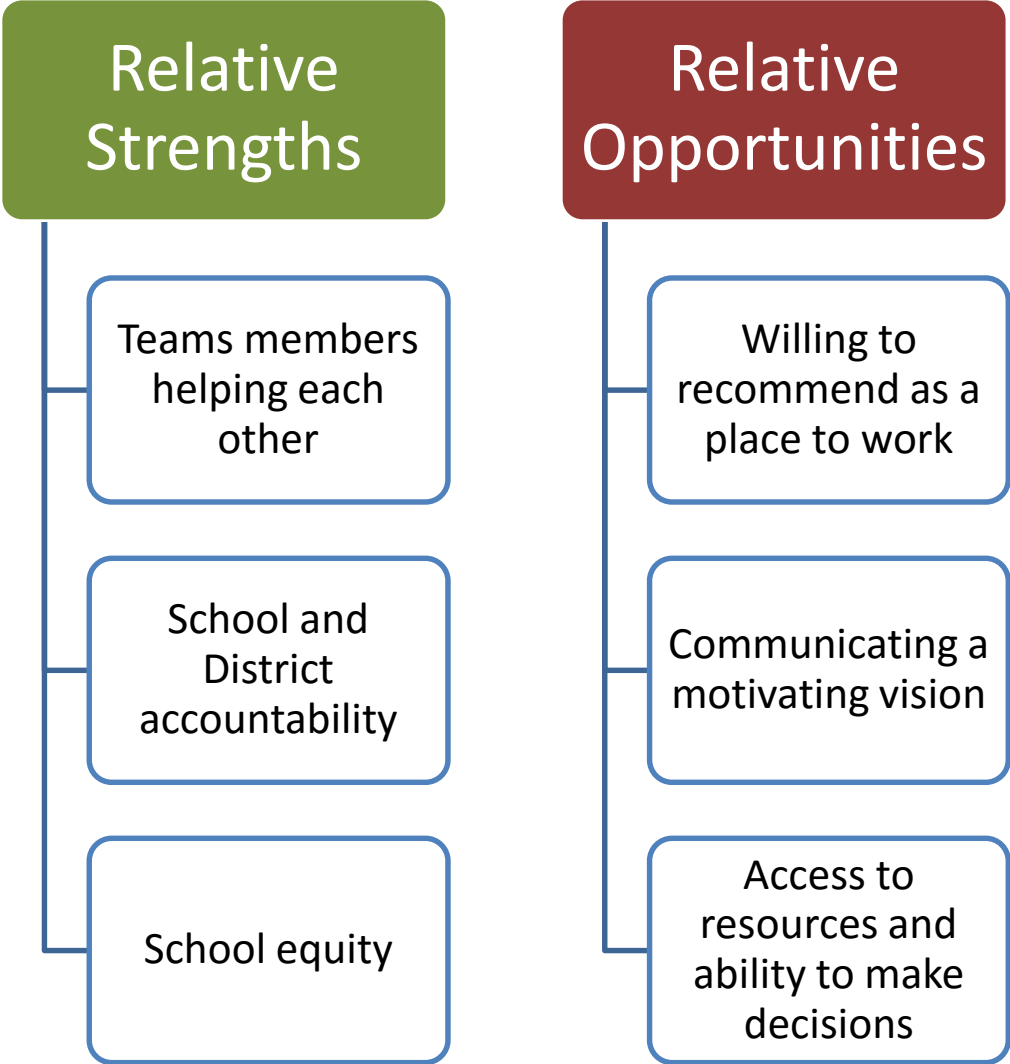|	2013	2014
# of surveys =	7,907	9,470
Individual Alignment	**70%**	**72%**
I am aware of the Denver Plan 2020 top priorities.	76%	61%
I can see a clear link between my work and the top DPS priorities.	62%	69%
I believe in the DPS Shared Core Values.	73%	89%
I have the tools necessary to do my job effectively.	68%	62%
I have a clear understanding of what is expected of me at work.	83%	87%
I find my job to be challenging and interesting.	87%	91%
DPS does a good job keeping me informed about matters affecting me.	55%	60%
I am involved in decisions that affect my work.	58%	55%
Team Performance	**69%**	**78%**
The people I work with are willing to help each other, even if it means doing something outside their usual activities.	78%	85%
On our team we feel responsible for each other's success.	68%	78%
Employees in my school or department willingly provide candid and direct feedback to each other.	61%	71%
Culture	**63%**	**71%**
The district leadership of DPS has communicated a vision of the future that motivates me.	49%	55%
The top priorities for DPS are likely to drive student achievement.	58%	63%
I have the opportunity for growth and development at DPS.	66%	74%
DPS as a whole is effective at demonstrating Students First.	64%	69%
DPS as a whole is effective at demonstrating Integrity.	51%	57%
DPS as a whole is effective at demonstrating Equity.	63%	67%
DPS as a whole is effective at demonstrating Collaboration.	59%	71%
DPS as a whole is effective at demonstrating Accountability.	60%	67%
DPS as a whole is effective at demonstrating Fun.	55%	64%
My school or department is effective at demonstrating Students First.	76%	84%
My school or department is effective at demonstrating Integrity.	67%	77%
My school or department is effective at demonstrating Equity.	71%	79%
My school or department is effective at demonstrating Collaboration.	69%	82%
My school or department is effective at demonstrating Accountability.	70%	80%
My school or department is effective at demonstrating Fun.	62%	76%

Engagement Drivers

1 Communicated Vision

2 Opportunity for Growth

Enjoy Work → Positive Impact → Feel Valued → Pride → Recommend Work
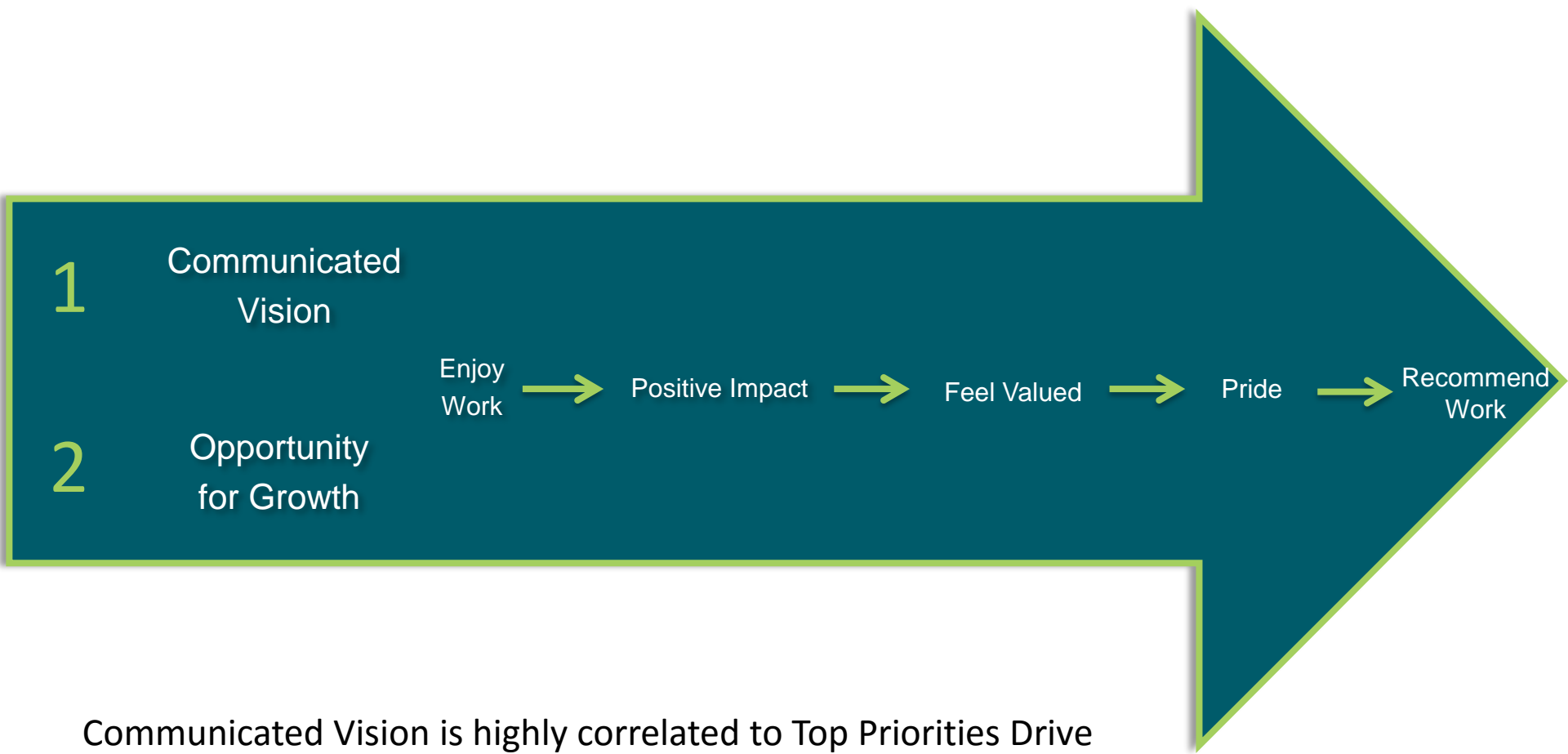
Communicated Vision is highly correlated to Top Priorities Drive Student Achievement = explain *why* the priorities are what they are

How does DPS Compare?

50th percentile of normative database

| Relative Strengths	Relative Opportunities
Teams members helping each other	Willing to recommend as a place to work
School and District accountability	Communicating a motivating vision
School equity	Access to resources and ability to make decisions

Key Take Aways at the District Level

> Tremendous improvement; recognize the success

> Team work is a strength

> Communicating a motivating and inspiring vision and priorities is key (explaining *why*)

> Still need to review supervisor data = key to engagement

> Perception that my team/department is doing a better job than the district in living the shared core values.

Strategic Action Planning

Survey data should not give you more work to do; it helps you do the work you already focus on **BETTER**
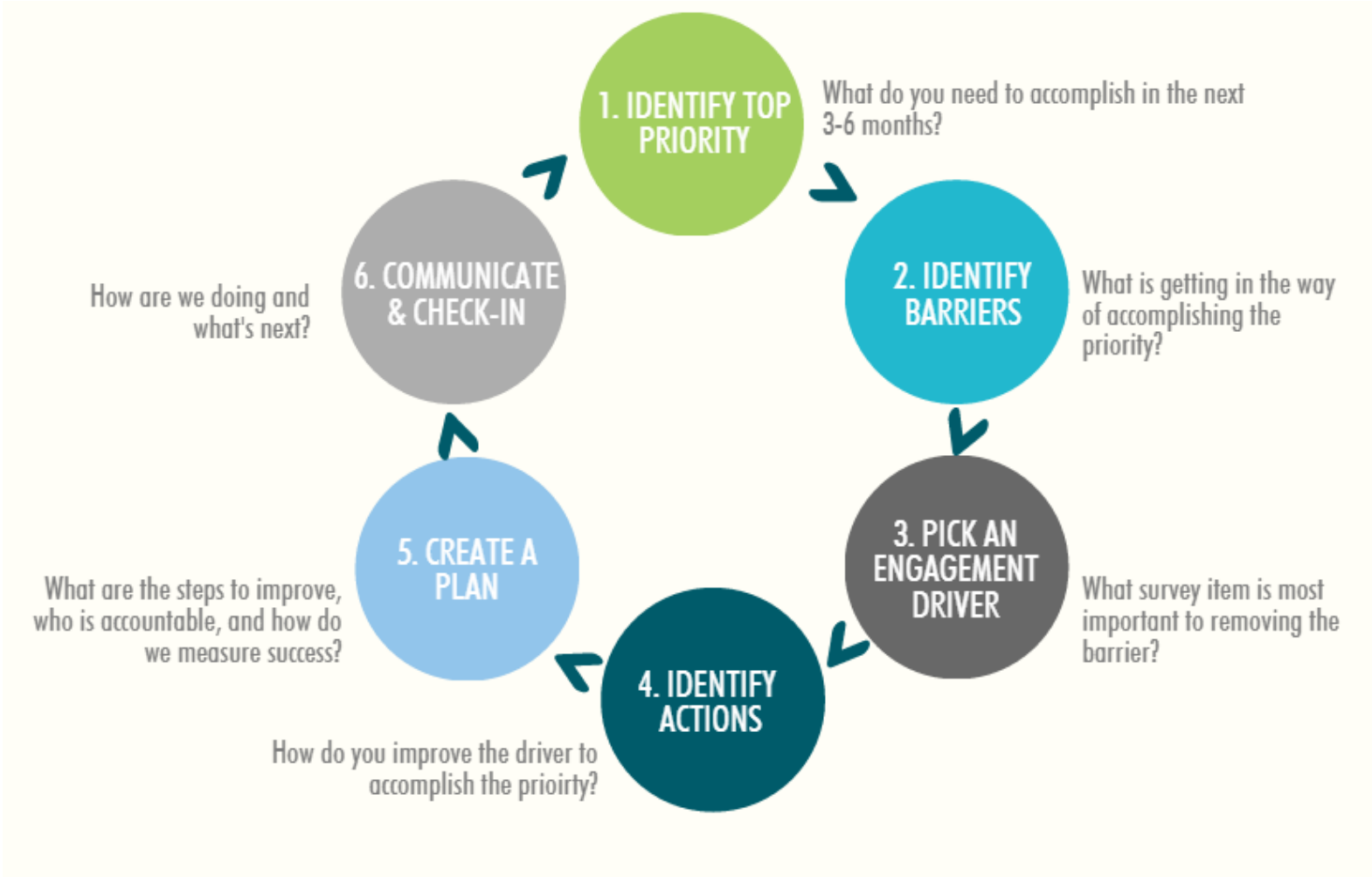
CollaboRATE Next Steps

> Jan 5: CollaboRATE Thrive Guide available
> Early January: CollaboRATE data shared with SLT; begins reflection and action plan process. Will then cascade across organization.
> Mid-January: CollaboRATE DPS data shared via districtwide email
> Jan 6 - January 16: All leaders receive report via email and principal portal. (Schools prioritized before Central Support)
> Week of January 12th: Webinar available supporting leaders on making sense of their data . (Will be recorded.)
> January Network meetings: 1 hour for CollaboRATE Thrive support and modeling of reflecting on results
> January- February: Leaders share survey results with teams and conduct action planning
> Leaders communicate action steps to teams and leadership
> Quarterly progress updates

Questions?

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