

	2018	2019	2020	1 year change	2 year change
<b>ENGAGEMENT AT THE DISTRICT LEVEL</b>	<b>76%</b>	<b>70%</b>	<b>74%</b>	<b>4%</b>	<b>-2%</b>
I enjoy my work at DPS.	86%	82%	86%	4%	0%
My job has a positive impact on DPS.	88%	86%	87%	1%	-1%
I feel valued as an employee of DPS.	62%	53%	58%	5%	-4%
I am proud to tell people I work for Denver Public Schools.	78%	69%	74%	5%	-4%
I would recommend DPS to others as a good place to work.	67%	59%	66%	7%	-1%
<b>ENGAGEMENT AT THE SCHOOL / DEPARTMENT LEVEL</b>	<b>82%</b>	<b>85%</b>	<b>86%</b>	<b>0%</b>	<b>4%</b>
I enjoy my work at DPS.	87%	90%	91%	1%	4%
My job has a positive impact on DPS.	-	94%	94%	0%	
I feel valued as an employee of DPS.	77%	80%	80%	0%	3%
I am proud to tell people I work for Denver Public Schools.	-	86%	87%	1%	
I would recommend DPS to others as a good place to work.	-	76%	76%	0%	
<b>PERSONAL EMPOWERMENT AND BENEFIT</b>	<b>72%</b>	<b>67%</b>	<b>68%</b>	<b>1%</b>	<b>-4%</b>
I am involved in decisions that affect my work.	68%	64%	64%	0%	-4%
I have a clear understanding of what is expected of me at work.	91%	84%	85%	1%	-6%
I have the tools necessary to do my job effectiv...the resources you need to accomplish your work).	78%	73%	73%	0%	-5%
My feedback is used to drive improvements.	68%	64%	63%	-1%	-5%
I have the opportunity for growth and development at DPS .	74%	69%	72%	3%	-2%
DPS cares about the personal well-being of its team members. (Well-being includes your physical, mental, and social health.)	58%	51%	53%	2%	-5%
My workload this school year is sustainable.	67%	64%	64%	0%	-3%
<b>PERCEPTION OF HOW DPS VALUES ARE LIVED AT THE DISTRICT LEVEL</b>	<b>68%</b>	<b>60%</b>	<b>64%</b>	<b>4%</b>	<b>-4%</b>
(DPS) Collaboration: Together as a team, we think, work, and create in order to reach our goals.	68%	60%	63%	3%	-5%
(DPS) Students First: We put our kids' needs at the forefront of everything we do.	70%	62%	67%	5%	-3%
(DPS) Equity: We celebrate our diversity and wil...foster a more equitable future for all our kids.	71%	65%	68%	3%	-3%
(DPS) Accountability: We take responsibility for our...we grow from success; we learn from failure.	65%	56%	60%	4%	-5%
(DPS) Fun: We celebrate the joy in our work and ... passion for learning to last their whole lives.	65%	59%	61%	2%	-4%
(DPS) Integrity: We tell the truth, and we keep our promises.	58%	48%	54%	6%	-4%
At DPS, diversity and inclusiveness are appreciated and encouraged.	77%	73%	75%	2%	-2%
<b>PERSONAL BELIEF IN DIRECTION OF DISTRICT</b>	<b>75%</b>	<b>70%</b>	<b>73%</b>	<b>3%</b>	<b>-2%</b>
I find my job to be challenging and interesting.	90%	89%	90%	1%	0%
I believe in the DPS Shared Core Values.	89%	88%	89%	1%	0%
The district leadership of DPS has communicated a vision of the future.	59%	50%	54%	4%	-5%
I can see a clear link between my work and the top DPS priorities.	69%	62%	66%	4%	-3%
The top priorities for DPS are likely to drive student achievement.	67%	59%	64%	5%	-3%
<b>PERCEPTION OF HOW DPS VALUES ARE LIVED AT THE LOCAL LEVEL</b>	<b>83%</b>	<b>82%</b>	<b>81%</b>	<b>-1%</b>	<b>-2%</b>
(School/Dept) Students First: We put our kids' needs at the forefront of everything we do.	87%	87%	86%	-1%	-1%
(School/Dept) Collaboration: Together as a team, we think, work, and create to reach goals.	83%	82%	81%	-1%	-2%
(School/Dept) Accountability: We take responsibility...grow from success; we learn from failure.	82%	81%	80%	-1%	-2%
(School/Dept) Equity: We celebrate our diversity...a more equitable future for all our kids.	84%	82%	83%	1%	-1%
(School/Dept) Integrity: We tell the truth, and we keep our promises.	80%	79%	78%	-1%	-2%
(School/Dept) Fun: We celebrate the joy in work...passion for learning to last their whole lives.	79%	78%	77%	-1%	-2%
<b>TEAM FUNCTION</b>	<b>79%</b>	<b>79%</b>	<b>79%</b>	<b>0%</b>	<b>0%</b>
The people I work with are willing to help each ... doing something outside their usual activities.	86%	87%	87%	0%	1%
On our team we feel responsible for each other's success.	78%	78%	79%	1%	1%
Employees in my school or department willingly provide candid and direct feedback to each other.	70%	71%	69%	-2%	-1%
My school/department is an inclusive place to work.	81%	80%	80%	0%	-1%