

COLLABORATE RATE

Building Our DPS Together

3 MIN GUIDE:



DENVER PUBLIC SCHOOLS
Discover a World of Opportunity™

ENGAGEMENT & LEADER PERCEPTION SURVEY RESULTS

FULL SURVEY PARTICIPATION

75%



↑ Increased by 8% from 2013!

OVERALL ENGAGEMENT SCORE

73%



↑ Increased by 6% from 2013!

BIGGEST STRENGTH

CHALLENGING JOB & POSITIVE IMPACT



BENCHMARK COMPARISON

50TH PERCENTILE



TOP ENGAGEMENT DRIVERS

- COMMUNICATED VISION
- OPPORTUNITY FOR GROWTH

FEELING VALUED

61% of employees feel valued



Feeling valued is a critical indicator of engagement

This is a key area of focus for improvement

ACCELERATOR SCORES

OVERALL ENGAGEMENT

% Favorable

73%

Average of all survey items

Culture

71%

Build an innovative culture

Team Performance

78%

Empower high performance teams

Individual Alignment

72%

Remove roadblocks

ENGAGEMENT OUTCOMES IMPROVED

91% view their job as having a positive impact on DPS



TOP ENGAGEMENT DRIVERS

Items most likely to affect enjoying work, having a positive impact, feeling valued, and recommending DPS as a place to work, with the biggest opportunity for improvement.

COMMUNICATED VISION



OPPORTUNITY FOR GROWTH

PRIORITIES DRIVE ACHIEVEMENT

DPS FUN

DPS INTEGRITY

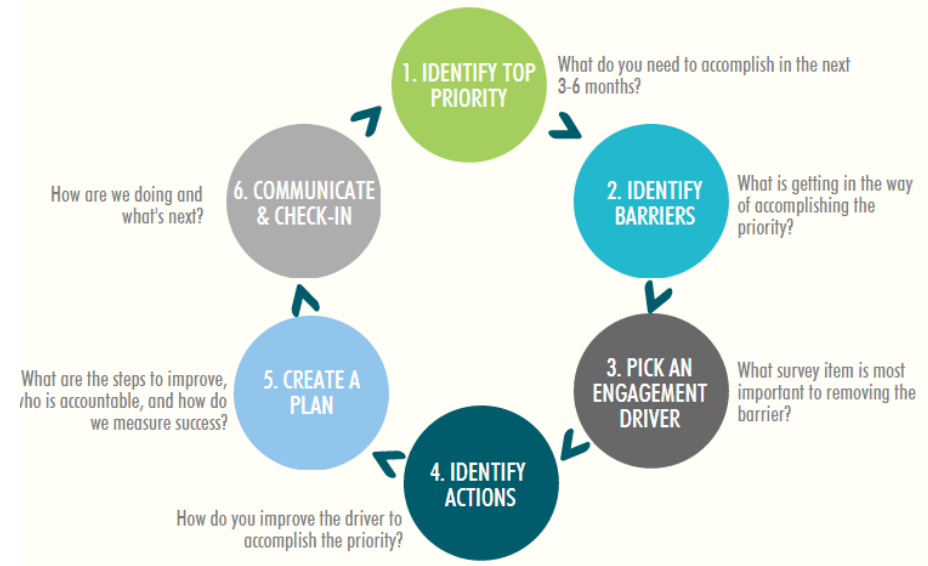
TOP & BOTTOM SCORING ITEMS

 TOP SCORING ITEMS (% favorable)	 BOTTOM SCORING ITEMS (% favorable)
I find my job to be challenging and interesting 91%	The district leadership of DPS has communicated a vision of the future that motivates me. 55%
My job has a positive impact on DPS. 91%	I am involved in decisions that affect my work. 55%
I believe in the DPS Shared Core Values. 89%	DPS as a whole is effective at demonstrating Integrity. 57%
I have a clear understanding of what is expected of me at work. 87%	DPS does a good job keeping me informed about matters affecting me. 60%
The people I work with are willing to help each other, even if it means doing something outside their usual activities. 85%	I am aware of the top priorities for DPS. 61%

KEY TAKE AWAYS



Use the survey results to get better at executing your priorities.



LEADERSHIP SURVEY



Leaders are strong in valuing students and diversity and modeling values

Biggest opportunity is to motivate, resolve conflict and support student discipline



Discover a World of Opportunity™

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