COLLABORATE
Building Our DPS Together

MIN GUIDE: ENGAGEMENT & LEADER PERCEPTION SURVEY RESULTS

FULL SURVEY PARTICIPATION
75%
Increased by 9% from 2013!

BIGGEST STRENGTH
CHALLENGING JOB & POSITIVE IMPACT

TOP ENGAGEMENT DRIVERS
COMMUNICATED VISION
OPPORTUNITY FOR GROWTH

OVERALL ENGAGEMENT SCORE
73%
Increased by 6% from 2013!

BENCHMARK COMPARISON
50TH PERCENTILE

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
73%
Average of all survey items

Culture
Team Performance
Individual Alignment

Build an innovative culture
Empower high performance teams
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)
I find my job to be challenging and interesting 91%
My job has a positive impact on DPS. 91%
I believe in the DPS Shared Core Values. 89%
I have a clear understanding of what is expected of me at work. 87%
The people I work with are willing to help each other, even if it means doing something outside their usual activities. 85%

BOTTOM SCORING ITEMS (% favorable)
The district leadership of DPS has communicated a vision of the future that motivates me. 55%
I am involved in decisions that affect my work. 55%
DPS as a whole is effective at demonstrating integrity. 57%
DPS does a good job keeping me informed about matters affecting me. 60%
I am aware of the top priorities for DPS. 61%

KEY TAKE AWAYS

GREAT IMPROVEMENT FROM LAST SURVEY
CELEBRATE SUCCESS!

COMMUNICATED VISION
HOW CAN LEADERS COMMUNICATE DENVER PLAN 2020 IN A WAY THAT INSPIRES?

LEADERSHIP
GREAT IMPROVEMENT; CONTINUE THE MOMENTUM

OPPORTUNITY FOR GROWTH
HOW DO WE PROVIDE GROWTH OPPORTUNITIES THAT SUPPORT SUCCESS FOR EVERY CHILD?

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