

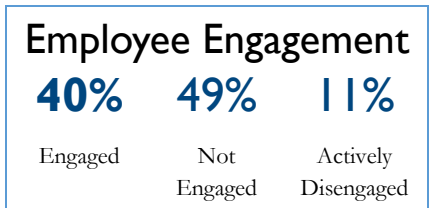
Fall 2015 Student and Employee Engagement



Snapshot Summary. DMPS continues to administer the Gallup Student Poll and Gallup Employee Engagement Survey. The Gallup Student Poll measures the hope, engagement, entrepreneurial aspiration, and career/financial literacy of students in grades 5-12. The Employee Engagement Survey is a 14-question snapshot of the ways people feel, behave, and interact in their jobs. These two data sources provide DMPS specific information that will help the district further improve our schools.

During the fall of 2015, Des Moines Public Schools (DMPS) participated in the Gallup Student Poll and Gallup Employee Engagement Survey. DMPS partnered with Gallup to measure student and employee perceptions and to use survey data to make further progress towards the district's mission.

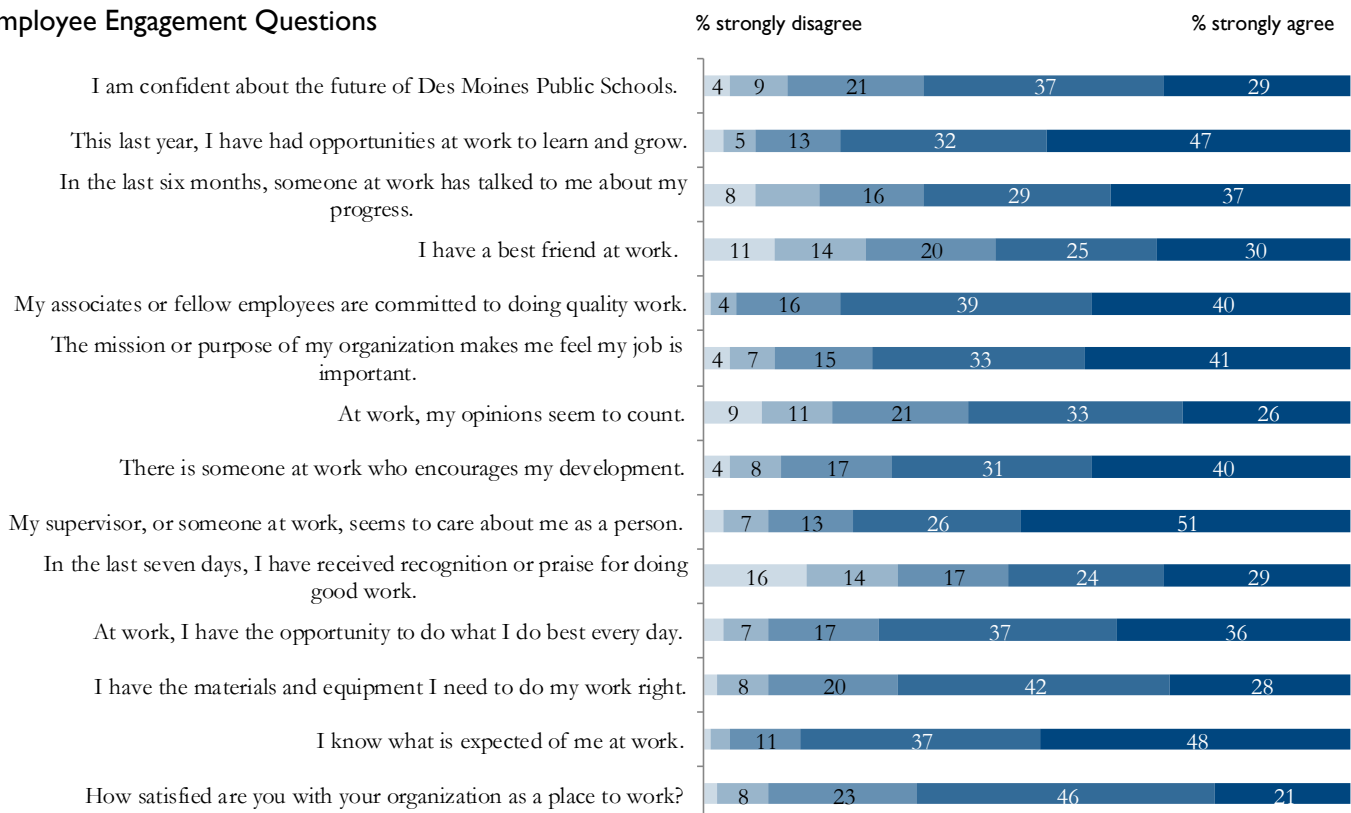
Employee Engagement Survey. The Gallup Employee Engagement Survey is a 14-question survey that captures a snapshot into the ways people feel, behave, and interact every day. In addition to the 13 core questions, the survey also included an item related to employee confidence in the future of DMPS. Employee engagement goes beyond job satisfaction to reflect how invested and connected employees feel in the success of their teams and the organization. Engaged principals, teachers, and staff are key variables to student success.



The percentage of DMPS employees engaged increased from 34% to 40% over the past year, with focused efforts on increasing employee engagement, this number is expected to continue to increase over time. DMPS's employee engagement strengths are "this last year, I have had opportunities at work to learn and grow" and "there is someone at work who encourages my development", as these statements had the highest percentile rank compared to other employees across the nation. DMPS employees are committed to growing professionally and giving their best to fulfill DMPS's mission. DMPS's employee engagement areas of improvement are "I have a best friend at work" and "In the last seven days, I have received recognition or praise for doing good work", as these statements had the lowest percentile rank compared to other employees across the nation. An area for improvement at DMPS includes the celebration of successes and comradery among employees.

I have had opportunities at work to learn and grow" and "there is someone at work who encourages my development", as these statements had the highest percentile rank compared to other employees across the nation. DMPS employees are committed to growing professionally and giving their best to fulfill DMPS's mission. DMPS's employee engagement areas of improvement are "I have a best friend at work" and "In the last seven days, I have received recognition or praise for doing good work", as these statements had the lowest percentile rank compared to other employees across the nation. An area for improvement at DMPS includes the celebration of successes and comradery among employees.

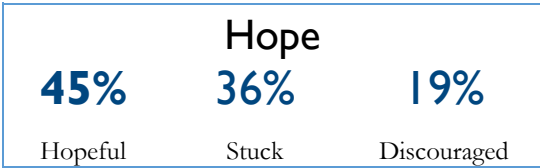
Employee Engagement Questions



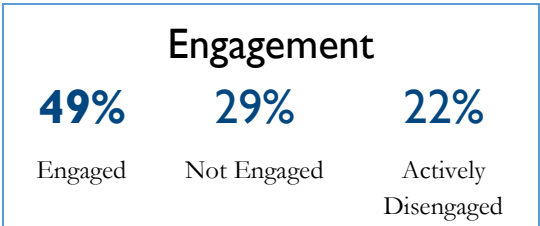
Fall 2015 Student and Employee Engagement



Gallup Student Poll. The Gallup Student Poll is a 24-question survey that measures the hope, engagement, entrepreneurial aspiration, and career/financial literacy of students in grades 5-12. Ninety-three percent of student in grades 5-12 at DMPS took the poll. The Gallup Student Poll measures non-cognitive metrics that predicts student success in academic settings. Gallup's research has shown that hope, engagement, and aspirations are key factors that drive students' grades, achievement scores, retention, and future employment.



Hope is defined as the ideas and energy we have for the future and drives effort, academic achievement, and retention of students of all ages. 45 percent of DMPS students are hopeful for the future, while 36 percent feel stuck and 19 percent feel discouraged.



Engagement is defined as involvement and enthusiasm for school and reflects how well student are known and how often they get to do what they do best. 49 percent of DMPS student are engaged, while 29 percent are not engaged and 22 percent are actively disengaged.

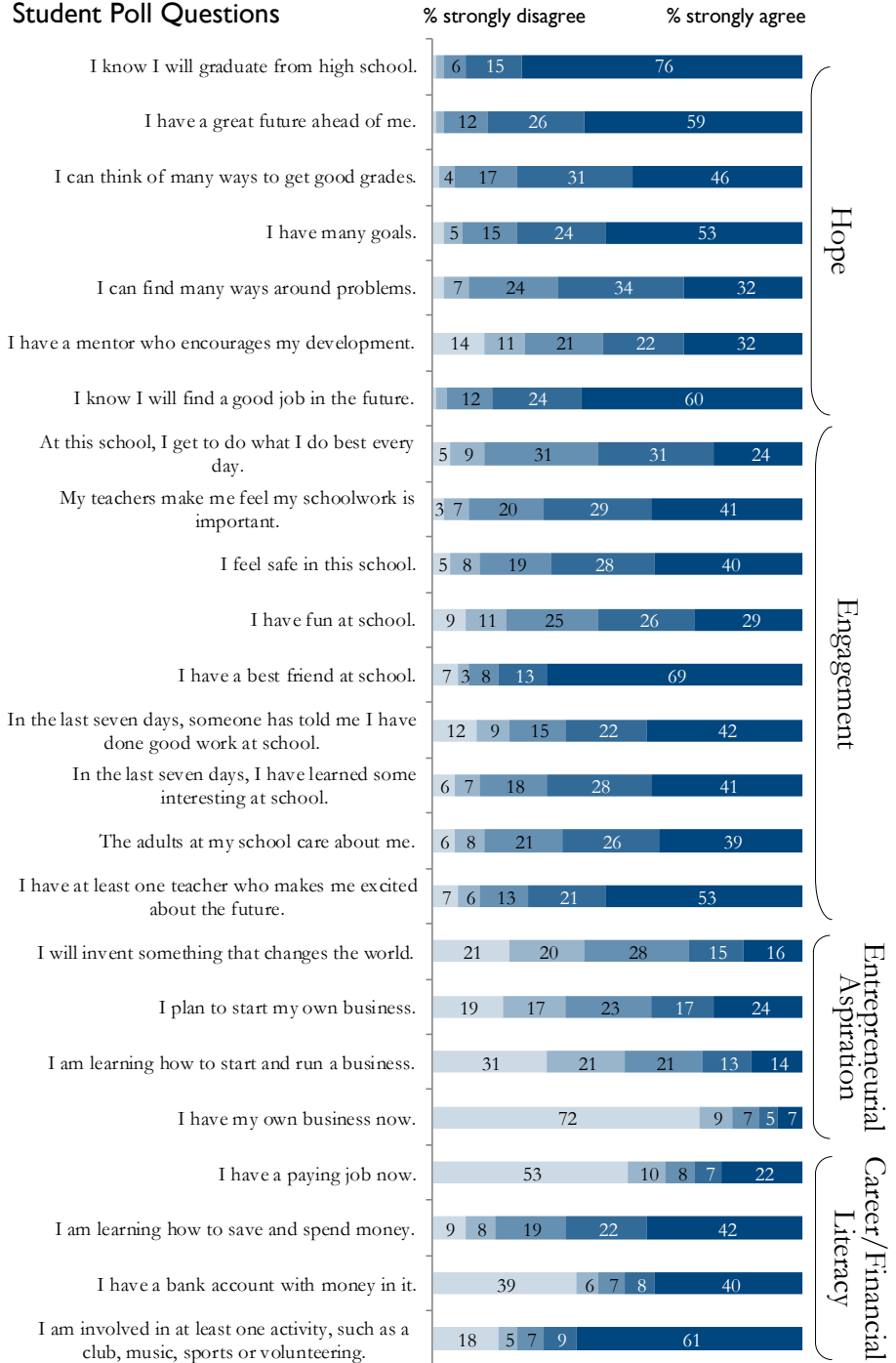
Entrepreneurial Aspiration

Entrepreneurial aspiration is defined as the talent and energy for building businesses that survive, thrive and employ others.

Career/Financial Literacy

Career and financial literacy is defined as the information, attitudes and behaviors that students need to practice for healthy participation in the economy.

Student Poll Questions



Next Steps. DMPS leaders will further analyze results from the Gallup Student Poll and Employee Engagement Survey to build upon organizational strengths and address opportunities for improvement. Action steps will be included in district strategic planning. In addition, each school received Gallup Student Poll and Employee Engagement Survey results for their individual school. School-specific concerns will be addressed through the school improvement planning process.