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# Des Moines Public Schools 2023 Engagement Results







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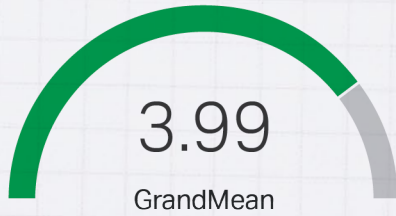
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# Executive Summary

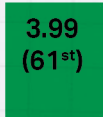


n Size 3,529

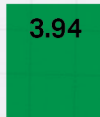
Participation 73%

Mean Percentile Rank 61<sup>st</sup>

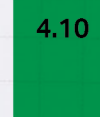
Engagement Ratio 4.6:1



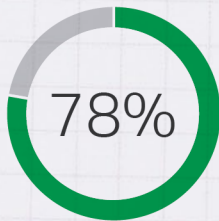
**Des Moines  
Public Schools**  
(n=3,529)



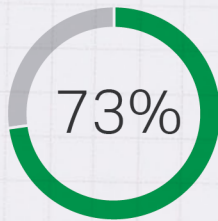
**Gallup's 2023 Q<sup>12</sup> Education –  
K-12 Organization Level  
Database (50th)**



**Gallup's 2023 Q<sup>12</sup>  
Overall Organization  
Level Database (50th)**



**Participation in 2022**  
(n=3,687)



**Participation in 2023**  
(n=3,529)

**Field Period**  
Sept. 18-Oct. 2, 2023

**Methodology**  
Web

## Gallup 2022 Q<sup>12</sup> Database Response Rates (2017-2021)

Average

**Overall**

**81%**

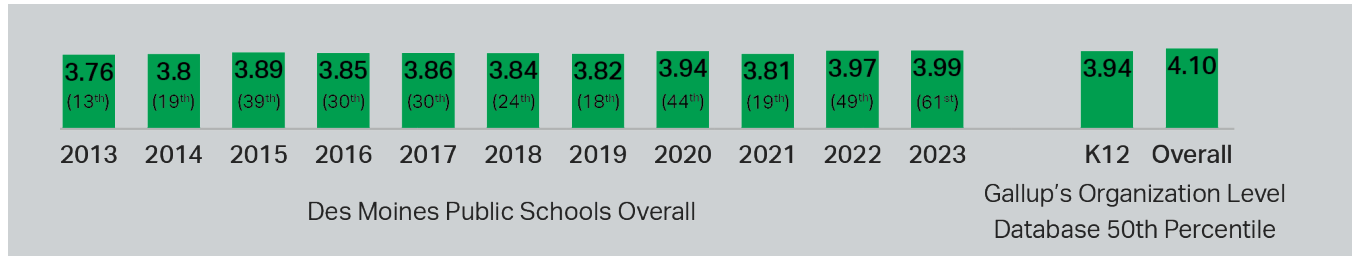
Education – Kindergarten Through 12th Grade

76%

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Organization Level Database.

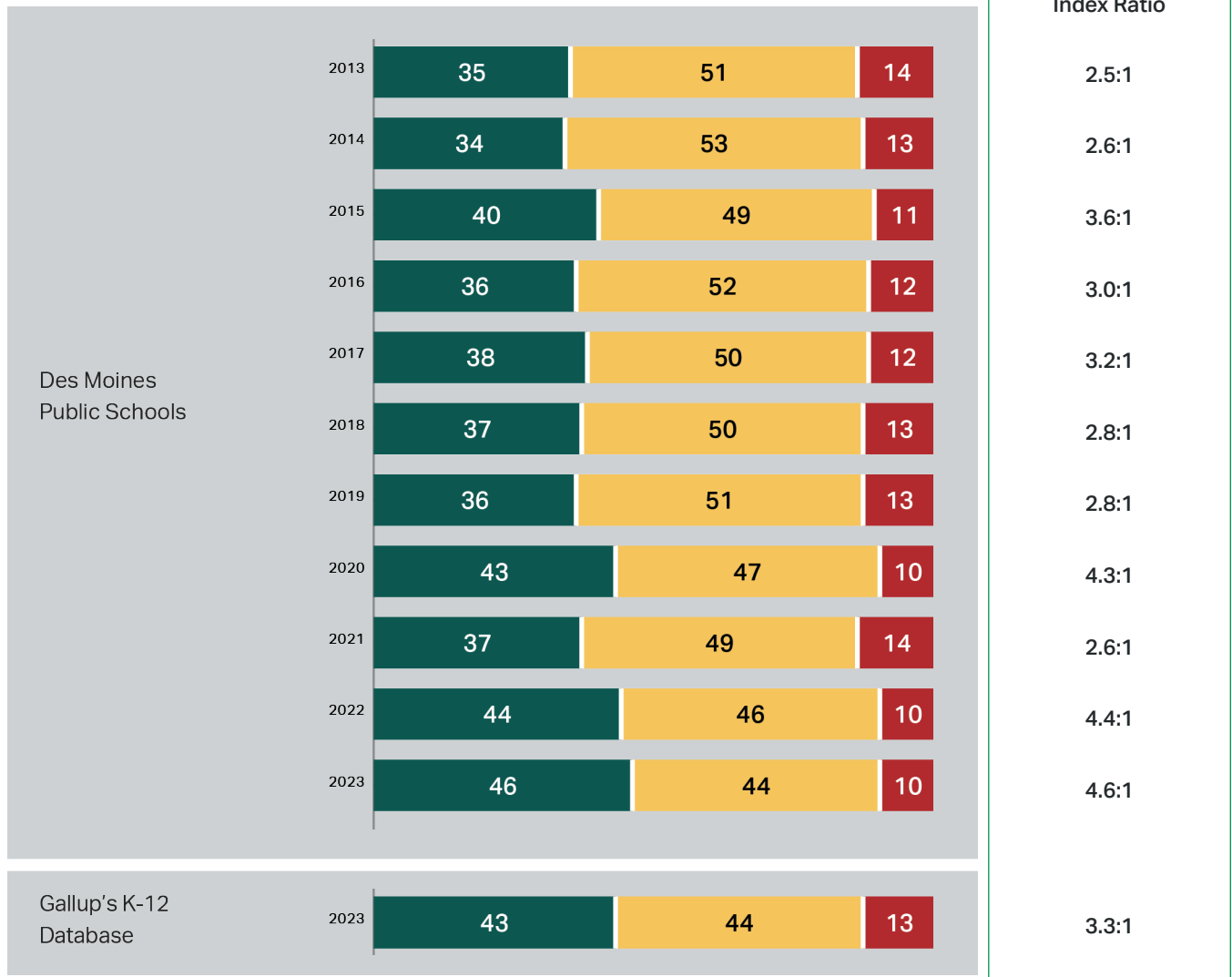
## Q<sup>12</sup>® GrandMean Trend

Des Moines Public Schools achieved the highest overall employee engagement in the district's history of the Q<sup>12</sup> survey and now ranks in the 61st percentile. The ratio of engaged employees to actively engaged employees increased from 4.4:1 to 4.6:1 in 2023.



## Q<sup>12</sup>® Engagement Index Trend

■ % Engaged ■ % Not Engaged ■ % Actively Disengaged



Note: Percentiles based on Gallup's Q<sup>12</sup> Overall and Education – Kindergarten Through 12th Grade Organization Level Databases per survey year. Due to rounding, percentages may sum to 100%, +/-1.

# 2023 Q<sup>12</sup>® Item Analysis





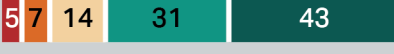






## DES MOINES PUBLIC SCHOOLS OVERALL

	<span style="color: #800000;">■</span> %1 Strongly Disagree <span style="color: #FF8C00;">■</span> %2 <span style="color: #FFD700;">■</span> %3 <span style="color: #008080;">■</span> %4 <span style="color: #006400;">■</span> %5 Strongly Agree					Mean	K-12 Percentile	Mean Δ '22-'23
Q00. Overall Satisfaction	8	23	45	21		3.74	38 <sup>th</sup>	0.04
Q12. Learn & Grow	5	13	32	47		4.15	68 <sup>th</sup>	0.01
Q11. Progress	9	9	17	29	37	3.75	50 <sup>th</sup>	-0.02
Q10. Best Friend	11	10	16	22	41	3.72	70 <sup>th</sup>	0.06
Q09. Quality		13	40	43		4.21	56 <sup>th</sup>	0.03
Q08. Mission	6	15	32	44		4.08	55 <sup>th</sup>	0.06
Q07. Opinions	7	10	19	33	31	3.71	65 <sup>th</sup>	0.02
Q06. Development	5	14	29	48		4.13	76 <sup>th</sup>	0.01
Q05. Cares	5	10	25	58		4.31	65 <sup>th</sup>	0.03
Q04. Recognition	12	11	15	25	38	3.65	76 <sup>th</sup>	0.05
Q03. Do Best	7	16	36	38		4.01	47 <sup>th</sup>	0.05
Q02. Materials	9	19	37	32		3.87	32 <sup>nd</sup>	0.00
Q01. Expectations		10	36	50		4.33	53 <sup>rd</sup>	0.02

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Organization Level Database; numerical values shown when 5% or higher; due to rounding, percentages may sum to 100%, +/-1.

## 2023 Additional Item Analysis

The Culture of Inclusion Index is a validated, benchmarked tool for measuring progress on inclusion initiatives. It measures the shared responsibility of employees, managers and leaders to create a culture that is rooted in respect, values employees strengths, and has a high level of trust. Additionally, DMPS included items related to wellbeing, safety, supervisor effectiveness, and confidence in the district. In 2023, Des Moines Public Schools employees report more confidence in the future of the district; the mean on that item increased from 3.45 to 3.56 for a meaningful difference of +0.11.

		DES MOINES PUBLIC SCHOOLS OVERALL		
		Mean	Percentile <sup>†</sup>	Mean Δ '22-'23*
<b>Culture of Inclusion Index</b>		<b>3.92</b>	<b>31<sup>st</sup></b>	<b>0.02</b>
At work, I am treated with respect.		4.07	27 <sup>th</sup>	0.03
My workplace is committed to building the strengths of each employee.		3.79	40 <sup>th</sup>	0.01
If I raised a concern about ethics and integrity, I am confident my employer would do what is right.		3.89	27 <sup>th</sup>	0.03
<b>Staff Safety and Welcoming Items</b>				
My organization cares about my overall wellbeing.		3.77	31 <sup>st</sup>	0.05
My supervisor creates an environment that is trusting and open.		4.00	34 <sup>th</sup>	0.05
I feel free to express my thoughts, feelings, and disagreements to my supervisor.		3.91	33 <sup>rd</sup>	0.05
I feel safe in my work environment.		4.01	29 <sup>th</sup>	0.02
My organization cares a great deal about my personal safety.		3.86	24 <sup>th</sup>	0.01
My supervisor seriously considers suggestions for improving safety.		4.02	17 <sup>th</sup>	-0.01
<b>Additional Custom Items</b>				
I am familiar with the district's levers and believe they will help us achieve our board goals.		3.68	†	0.06
I am confident about the future of Des Moines Public Schools.		3.56	†	0.11

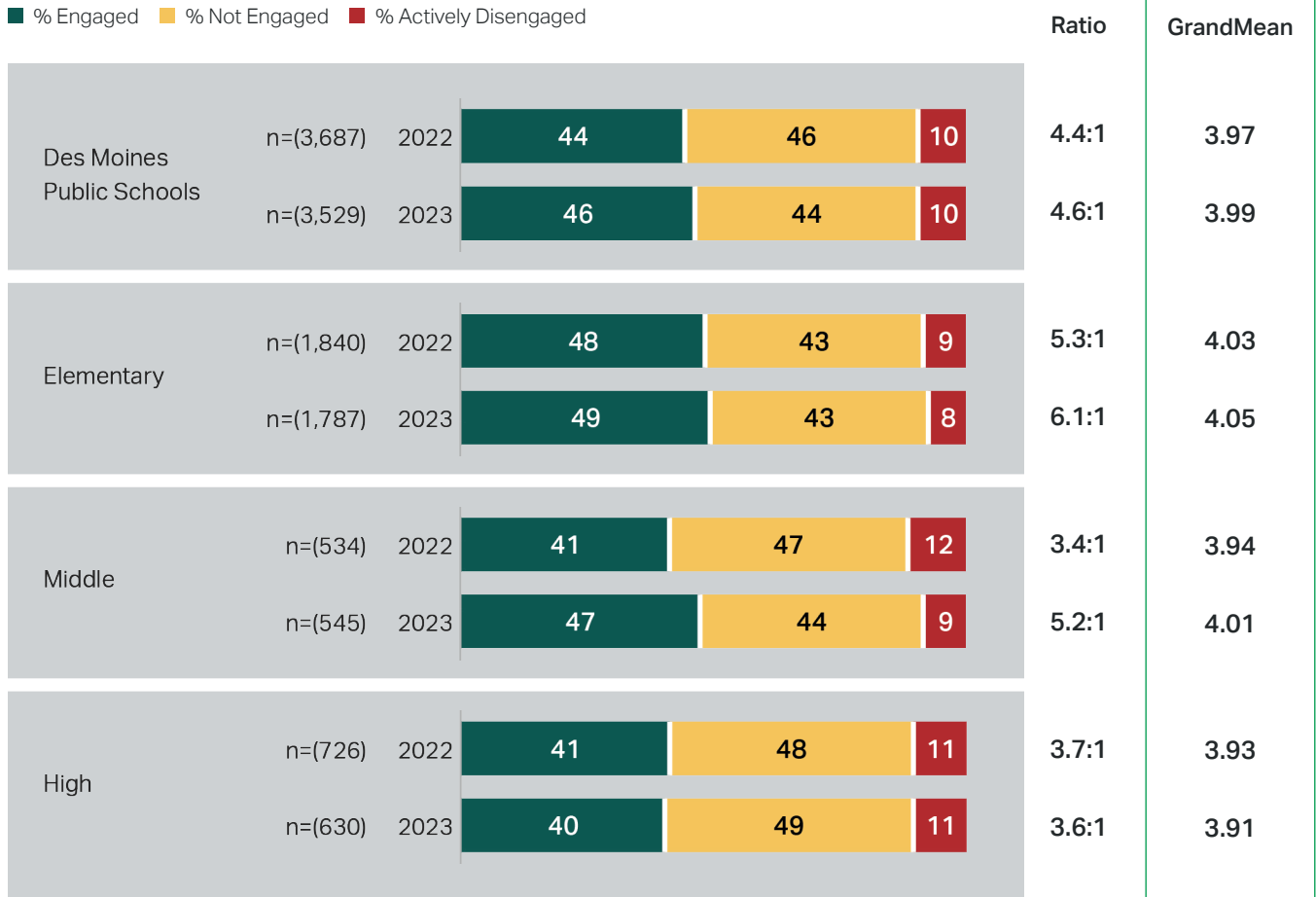
Note: Percentiles based on Gallup's 2023 Overall Additional Items Database; numerical values shown when 5% or higher. Due to rounding, percentages may sum to 100%, +/-1.

\* "N/A" indicates no 2021 data.

† Custom items; no percentile benchmark available.

## Q12<sup>®</sup> School-Level Engagement Index Trend

The elementary schools continue to have the highest employee engagement among all school levels, with 49% of employees engaged. Both the elementary schools and middle schools reported increases in their engagement ratio from 2022 to 2023. Elementary schools went from a 5.33:1 engagement ratio to 6.10:1, while middle schools improved their ratio from 3.42:1 to 5.22:1.



Note: Due to rounding, percentages may sum to 100%, +/-1.



## 2023 School Quartile Distribution

Take time to recognize the leaders of the top quartile schools, as well as those who made significant increases year-over-year. Higher engagement among teachers and staff leads to improved student outcomes.

25% **TOP QUARTILE**  
(4.24+)

37% **TOP MIDDLE QUARTILE**  
(3.98-4.23)

32% **BOTTOM MIDDLE QUARTILE**  
(3.70-3.97)

6% **BOTTOM QUARTILE**  
(<3.70)

Note: Quartiles based on Gallup's 2023 Q12 Education – Kindergarten Through 12th Grade Workgroup Level Database.





## 2023 Q<sup>12</sup>® Individual School Results

### TOP QUARTILE SCHOOLS

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23
Madison Elementary	43	4.49	90 <sup>th</sup>	0.05
Focus High	6	4.46	89 <sup>th</sup>	<b>0.52 ▲</b>
South Union Elementary	62	4.44	88 <sup>th</sup>	0.04
Orchard Place	16	4.38	84 <sup>th</sup>	0.12
River Woods Elementary	65	4.37	84 <sup>th</sup>	<b>0.33 ▲</b>
Mckinley Elementary	42	4.36	83 <sup>rd</sup>	0.15
Central Academy	25	4.36	83 <sup>rd</sup>	-0.03
King Elementary	39	4.32	81 <sup>st</sup>	0.17
Phillips Elementary	27	4.31	80 <sup>th</sup>	-0.04
Greenwood Elementary	33	4.30	79 <sup>th</sup>	-0.02
Jesse Franklin Taylor Preschool	33	4.28	78 <sup>th</sup>	0.05
Hanawalt Elementary	36	4.26	76 <sup>th</sup>	0.06
Merrill Middle	52	4.26	76 <sup>th</sup>	0.05
Morris Elementary	57	4.25	75 <sup>th</sup>	0.18
Goodrell Middle	62	4.25	75 <sup>th</sup>	<b>0.43 ▲</b>

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.

# 2023 Q<sup>12</sup>® Individual School Results

## TOP MIDDLE QUARTILE SCHOOLS

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23
Carver Elementary	42	4.22	73 <sup>rd</sup>	0.15
Windsor Elementary	37	4.20	71 <sup>st</sup>	<b>0.22 ▲</b>
Wright Elementary	31	4.20	71 <sup>st</sup>	0.10
Focus Middle	19	4.18	69 <sup>th</sup>	<b>0.29 ▲</b>
Willard Elementary	38	4.17	69 <sup>th</sup>	0.01
Howe Elementary	42	4.15	67 <sup>th</sup>	<b>0.22 ▲</b>
Mccombs Middle	61	4.15	67 <sup>th</sup>	0.13
Downtown Elementary	29	4.13	65 <sup>th</sup>	<b>0.20 ▲</b>
Pleasant Hill Elementary	34	4.12	64 <sup>th</sup>	<b>-0.45 ▼</b>
Walnut Street Elementary	34	4.09	61 <sup>st</sup>	<b>0.32 ▲</b>
Edmunds Elementary	43	4.09	61 <sup>st</sup>	0.00
Findley Elementary	42	4.08	60 <sup>th</sup>	<b>-0.30 ▼</b>
Central Campus	63	4.08	60 <sup>th</sup>	-0.01
Perkins Elementary	49	4.07	59 <sup>th</sup>	<b>0.23 ▲</b>
Mitchell Preschool	43	4.06	58 <sup>th</sup>	<b>0.23 ▲</b>
East High	123	4.04	56 <sup>th</sup>	0.05

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.



## 2023 Q<sup>12</sup>® Individual School Results

### TOP MIDDLE QUARTILE SCHOOLS (CONT'D)

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23
Moore Elementary	25	4.04	56 <sup>th</sup>	<b>-0.21 ▼</b>
Mckee Preschool	33	4.03	55 <sup>th</sup>	-0.16
Roosevelt High	96	4.02	54 <sup>th</sup>	0.10
Cattell Elementary	44	4.00	52 <sup>nd</sup>	-0.08
Ruby Van Meter School	72	4.00	52 <sup>nd</sup>	-0.01
Brody Middle	39	3.99	51 <sup>st</sup>	0.00
Virtual Campus	25	3.99	51 <sup>st</sup>	<b>-0.22 ▼</b>
Meredith Middle	44	3.98	50 <sup>th</sup>	0.16
Studebaker Elementary	59	3.98	50 <sup>th</sup>	0.10

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.

## 2023 Q<sup>12</sup> Individual School Results

### BOTTOM MIDDLE QUARTILE SCHOOLS

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23
Callanan Middle	53	3.97	49 <sup>th</sup>	-0.03
Hiatt Middle	50	3.96	48 <sup>th</sup>	-0.19
Garton Elementary	42	3.94	46 <sup>th</sup>	-0.14
Lovejoy Elementary	43	3.93	45 <sup>th</sup>	0.07
Hoyt Middle	45	3.93	45 <sup>th</sup>	<b>0.21 ▲</b>
Park Avenue Elementary	46	3.93	45 <sup>th</sup>	0.05
Hubbell Elementary	31	3.92	44 <sup>th</sup>	-0.15
Samuelson Elementary	47	3.92	44 <sup>th</sup>	<b>0.39 ▲</b>
Capitol View Elementary	58	3.88	40 <sup>th</sup>	-0.02

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.



## 2023 Q<sup>12</sup>® Individual School Results

### BOTTOM MIDDLE QUARTILE SCHOOLS (CONT'D)

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23
Harding Middle	57	3.88	40 <sup>th</sup>	0.01
Cowles Elementary Middle	31	3.88	40 <sup>th</sup>	<b>-0.35 ▼</b>
Oak Park Elementary	33	3.87	39 <sup>th</sup>	<b>-0.24 ▼</b>
Woodlawn Preschool	31	3.87	39 <sup>th</sup>	0.13
North High	77	3.84	37 <sup>th</sup>	-0.13
Moulton Elementary	28	3.82	35 <sup>th</sup>	<b>-0.29 ▼</b>
Hillis Elementary	36	3.81	34 <sup>th</sup>	0.19
Stowe Elementary	29	3.79	32 <sup>nd</sup>	<b>-0.31 ▼</b>
Jackson Elementary	53	3.76	30 <sup>th</sup>	-0.05
Weeks Middle	74	3.74	28 <sup>th</sup>	0.17
Jefferson Elementary	33	3.73	27 <sup>th</sup>	<b>-0.51 ▼</b>
Hoover High	66	3.72	27 <sup>th</sup>	-0.06

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.

## 2023 Q<sup>12</sup>® Individual School Results

### BOTTOM QUARTILE SCHOOLS

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23
Monroe Elementary	34	3.68	23 <sup>rd</sup>	-0.02
Lincoln High	124	3.64	20 <sup>th</sup>	-0.08
Middle School Alternative Center	14	3.53	14 <sup>th</sup>	0.00
Brubaker Elementary	74	3.47	12 <sup>th</sup>	<b>-0.23 ▼</b>

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.



## 2023 Q<sup>12</sup>® Location Results (excluding schools)

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23*
Health Services	5	4.67	96 <sup>th</sup>	<b>0.29 ▲</b>
Advanced Learning Program	30	4.30	79 <sup>th</sup>	0.18
Student Services (Smouse)	23	4.28	78 <sup>th</sup>	<b>0.21 ▲</b>
Float	6	4.25	75 <sup>th</sup>	N/A
School Climate Culture Community	31	4.17	69 <sup>th</sup>	<b>0.25 ▲</b>
Alternative Pathways	13	4.14	66 <sup>th</sup>	<b>-0.26 ▼</b>
Financial Accounting	29	4.10	62 <sup>nd</sup>	-0.01
SE Talent Development	15	4.05	57 <sup>th</sup>	<b>0.61 ▲</b>
Assessment Eval & Data	11	4.05	57 <sup>th</sup>	-0.07
Food & Nutrition Management	37	3.99	51 <sup>st</sup>	0.13
Technology	22	3.98	50 <sup>th</sup>	<b>-0.20 ▼</b>
SE High School Network	45	3.91	43 <sup>rd</sup>	<b>0.25 ▲</b>
Talent & Personnel	27	3.85	38 <sup>th</sup>	-0.17
Student Services (Woodlawn)	33	3.84	37 <sup>th</sup>	0.11
SE Network 1	26	3.77	31 <sup>st</sup>	0.10
Teaching & Learning	24	3.76	30 <sup>th</sup>	<b>-0.29 ▼</b>

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.

\* "N/A" indicates no 2022 data.

## 2023 Q<sup>12</sup>® Location Results (excluding schools, cont'd)

	n Size	2023 GrandMean	Gallup Q <sup>12</sup> K-12 Workgroup Level Percentile	Mean Δ '22-'23*
SE Network 2	22	3.75	29 <sup>th</sup>	<b>0.32 ▲</b>
SE Related Services	15	3.7	25 <sup>th</sup>	0.19
Custodial	10	3.64	20 <sup>th</sup>	0.05
Leadership & Learning	7	3.57	16 <sup>th</sup>	<b>-0.46 ▼</b>
SE Middle School Network	10	3.48	12 <sup>th</sup>	<b>0.29 ▲</b>
Central Stores	8	3.45	11 <sup>th</sup>	<b>0.42 ▲</b>
Transportation	42	3.38	9 <sup>th</sup>	-0.18
Facility Management	22	3.37	8 <sup>th</sup>	<b>-0.43 ▼</b>
Security	6	3.18	4 <sup>th</sup>	0.14

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database; meaningful increases are noted with a green line and arrow; meaningful decreases are noted with an orange line and arrow.

\* "N/A" indicates no 2021 data.

## Cascading Goals Using the Tiered Target-Setting Approach

The Tiered Target-Setting Approach divides workgroups into four tiers of engagement based on your teams' ranges of GrandMean scores and creates separate goals for each tier. With this approach, workgroups strive for goals tailored to their current engagement status — that is, the tier into which they fall. Because engagement growth expectations depend on the team's starting point, this strategy allows for more reasonable and attainable targets for each workgroup. You will find growth and stretch targets for each tier:

Workgroup Tiers	CURRENT		GROWTH TARGETS		STRETCH TARGETS	
	Number of Employees per Tier	Current GrandMean	GrandMean Growth Target	GrandMean if Growth Target Met	GrandMean Stretch Target	GrandMean if Stretch Target Met
<3.75	753	3.50	0.30	3.78	0.60	4.05
3.75-<4.00	859	3.89	0.15	4.09	0.35	4.29
4.00-<4.25	1,199	4.11	0.10	4.26	0.25	4.41
4.25+	626	4.45	0.05	4.55	0.10	4.65
Overall	3,437	3.99		4.07		4.16

### GROWTH TARGETS

Gallup defines a "growth target" as the average expectation for growth for each tier, using an approximation of the median growth observed among teams in our client database who are within that range of engagement. Median growth identifies the level of growth that half of the teams at each engagement level have achieved.

### STRETCH TARGETS

"Stretch targets" are defined using the 75th percentile of growth — in other words, the level of growth that only 25% of teams in this engagement range have achieved.

## 2023 Q<sup>12</sup>® GrandMean Results by Manager Level

Engagement cascades from the top-down throughout an organization. The goal is to minimize the large variances between each level. From 2022 to 2023, Manager-level engagement decreased while associate-level engagement increased slightly. There remains a significant gap between the two levels, as indicated by the 74th and 50th percentiles, respectively. Manager-level engagement fell from the 81st percentile to the 74th percentile in 2022.

### DES MOINES PUBLIC SCHOOLS OVERALL

	n Size	GrandMean	K-12 Workgroup Level Percentile
Executives	*	*	*
Principals, Associate Principals, Directors & Managers	155	4.23	74 <sup>th</sup>
Teachers & Staff	3,371	3.98	50 <sup>th</sup>

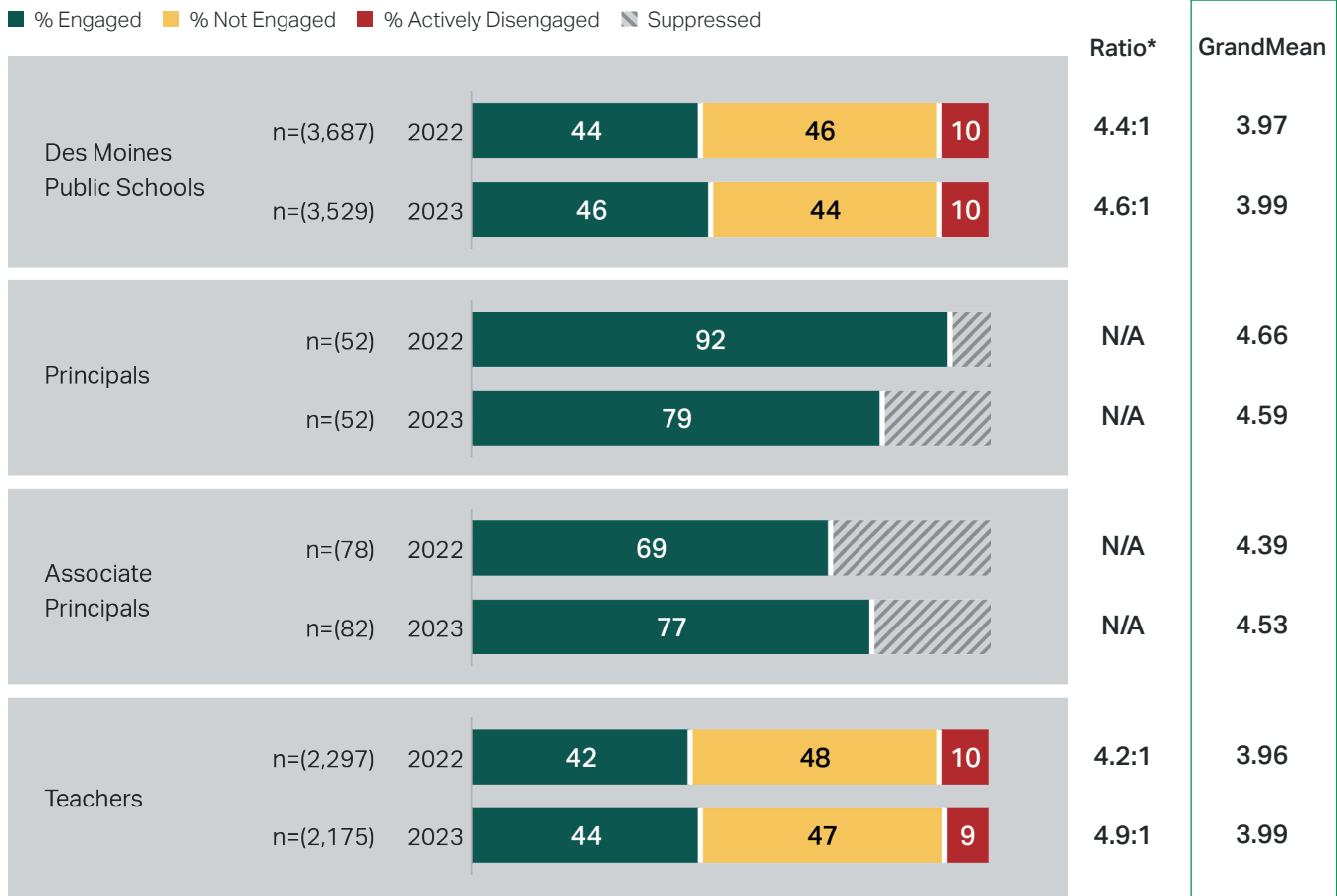
Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database.





## Q<sup>12</sup>® School Role Engagement Index Trend

Associate principals saw an increase in engagement with a GrandMean of 4.53 in 2023 compared to a 4.39 in 2022, a difference of +0.14 as well as an increase in actively engaged. 77% of Associate Principals are actively engaged compared to 69% in 2022. Further, the engagement ratio among Teachers improved year over year. For every actively disengaged teacher, there are five engaged teachers.



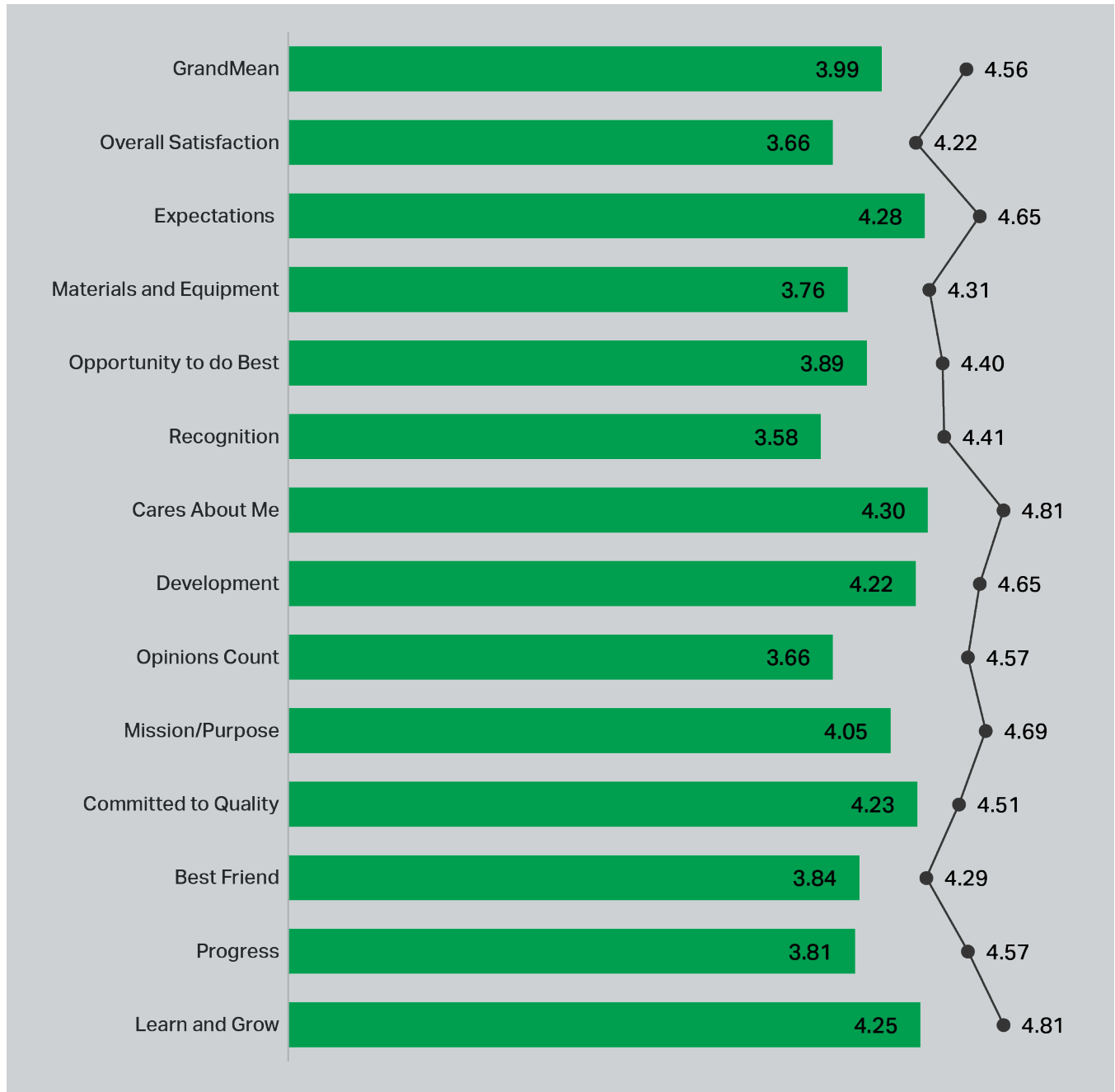
Note: Due to rounding, percentages may sum to 100%, +/-1; numerical values shown when 5% or higher.

\* "N/A" indicates data suppressed.

## Teacher Q<sup>12</sup>® Item Results Compared With School Leaders

The largest item gaps between school leaders and teachers continues to be “recognition” and “opinions count”. Individuals who receive the right kind of recognition and praise increase their individual productivity, boost engagement among their colleagues, and are more likely to stay with the district. Additionally, employees want to feel valued and know that their input is important and that they are making a contribution and a difference to the environment in which they work. This feeling creates a greater sense of inclusion among employees and reinforces their sense of self-worth.

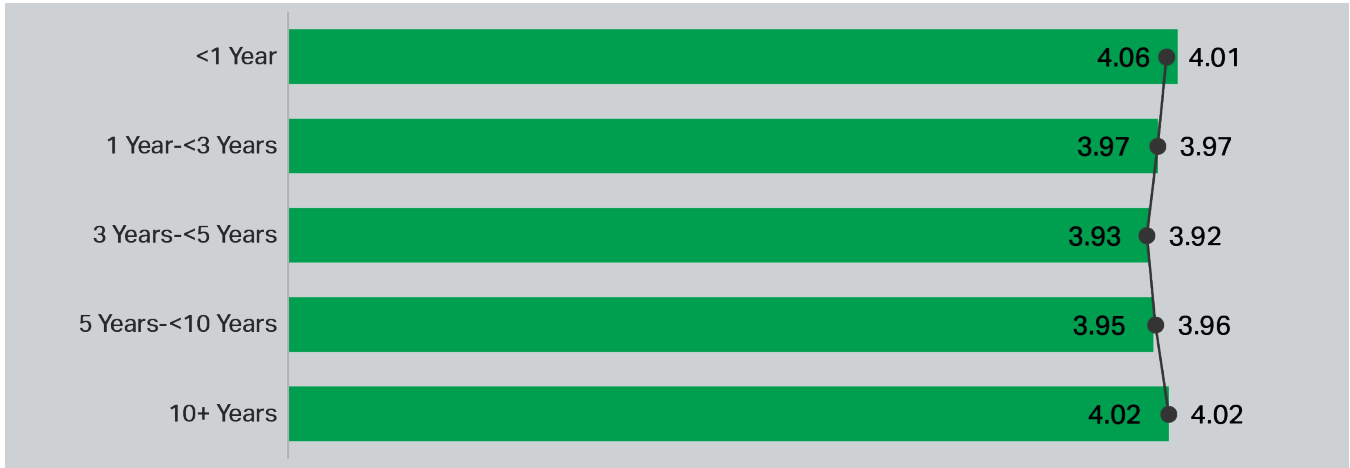
■ Teachers (n=2,175) ● Principals & Associate Principals (n=134)



## 2023 Q<sup>12</sup> GrandMean Results by Length of Service

Engagement remains to be the highest among the newest employees and most tenured, which is typical of most organizations. Engagement is lowest for those who have worked for the district for three to ten years.

■ District Overall ● Teachers



Note: N sizes reflect District Overall.

## 2023 Q<sup>12</sup>® Item Analysis by Generation

Engagement is highest among the younger generations and lowest among the older generations. Generation Z strongly agrees that someone encourages their development (Q06), whereas Baby Boomers are less likely to agree that someone has talked to them about their progress in the last six months (Q11). Generation Z, Millennials and Generation X feel more like someone cares about them at work (Q05), which helps to create a caring environment in which each person feels safe.

■ <25th Percentile ■ 25th-49th Percentile ■ 50th-74th Percentile ■ 75th+ Percentile

	<b>Generation Z</b> Born after 1996	<b>Millennials</b> 1980-1996	<b>Generation X</b> 1965-1979	<b>Baby Boomers</b> 1946-1964	<b>Traditionalists</b> 1900-1945
n Size	n=274	n=1,450	n=1,412	n=391	
GrandMean	<b>4.07</b>	<b>4.02</b>	<b>3.99</b>	<b>3.84</b>	
Q00. Overall Satisfaction	<b>3.88</b>	<b>3.73</b>	<b>3.73</b>	<b>3.71</b>	
Q12. Learn & Grow	<b>4.29</b>	<b>4.22</b>	<b>4.13</b>	<b>3.84</b>	
Q11. Progress	<b>3.98</b>	<b>3.77</b>	<b>3.77</b>	<b>3.44</b>	
Q10. Best Friend	<b>3.52</b>	<b>3.82</b>	<b>3.74</b>	<b>3.40</b>	
Q09. Quality	<b>4.26</b>	<b>4.19</b>	<b>4.23</b>	<b>4.22</b>	
Q08. Mission	<b>4.16</b>	<b>4.11</b>	<b>4.06</b>	<b>3.97</b>	<b>SUPPRESSED</b>
Q07. Opinions	<b>3.69</b>	<b>3.78</b>	<b>3.71</b>	<b>3.53</b>	
Q06. Development	<b>4.42</b>	<b>4.18</b>	<b>4.10</b>	<b>3.83</b>	
Q05. Cares	<b>4.35</b>	<b>4.34</b>	<b>4.30</b>	<b>4.21</b>	
Q04. Recognition	<b>3.75</b>	<b>3.70</b>	<b>3.64</b>	<b>3.43</b>	
Q03. Do Best	<b>4.15</b>	<b>3.97</b>	<b>4.02</b>	<b>4.03</b>	
Q02. Materials	<b>3.92</b>	<b>3.86</b>	<b>3.86</b>	<b>3.87</b>	
Q01. Expectations	<b>4.38</b>	<b>4.29</b>	<b>4.36</b>	<b>4.36</b>	

Note: Percentiles based on Gallup's 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database.



## Make Sense of the Survey Results

### CONVENTIONAL THINKING

- survey or program
- emphasis on data and scores
- favorability
- isolated
- happiness

vs.

### STRATEGIC THINKING

- ongoing performance management
- developing employees and managers
- high-bar performance predictor
- integrated
- ownership and wellbeing

**What do you think about the results? Does anything surprise you?**

**At first glance, what would you like to see change?**

**What specific items or concerns get your attention the most?**

**What are the most important things we should talk about as a leadership team?**

**How do you plan to communicate areas of strength and areas of opportunity to your management team?**

## Engagement Progress Check-In

**What positive changes have occurred this year with your school/team/division?**

**What specific things have you and your team done to positively influence engagement?**

**What individual actions have you taken to increase your own engagement?**

**How did you hold your management team responsible for positively influencing engagement?**

## Take Action

**What immediate actions can we take as a leadership team?**

**What barriers to engagement currently exist within our organization?**

**How do we hold ourselves and the organization accountable for creating engaged teams?**



## Q<sup>12</sup>® Employee Engagement Items



### Culture of Inclusion Index:

- At work, I am treated with respect.
- My workplace is committed to building the strengths of each employee.
- If I raised a concern about ethics and integrity, I am confident my employer would do what is right.

### Additional Items:

- My organization cares about my overall wellbeing.
- My supervisor creates an environment that is trusting and open.
- I feel free to express my thoughts, feelings and disagreements to my supervisor.
- I feel safe in my work environment.
- My organization cares a great deal about my personal safety.
- My supervisor seriously considers suggestions for improving safety.
- I am familiar with the district's levers and believe they will help us achieve our board goals.
- I am confident about the future of Des Moines Public Schools.

## Q<sup>12</sup>® Employee Engagement Definitions

Term	Definition
<b>Q<sup>12</sup> GrandMean</b>	the average of the means of Q01 through Q12 (each participant responds to each item on a Likert scale of 1 to 5, with 1 being “strongly disagree” and 5 being “strongly agree”)
<b>Engagement Index Ratio</b>	compares the number of engaged employees with the number of actively disengaged employees
<b>Gallup’s 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Organization Level Database</b>	a collection of organization-level data from 325,638 Q <sup>12</sup> respondents from K-12 clients from the previous five years
<b>Gallup’s 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Organization Level Database 50th Percentile</b>	the score in Gallup’s Q <sup>12</sup> K-12 Database above which 50% of all organizations scored
<b>Gallup’s 2023 Q<sup>12</sup> Education – Kindergarten Through 12th Grade Workgroup Level Database</b>	a collection of workgroup data from 330,974 Q <sup>12</sup> respondents from K-12 clients from the previous five years
<b>Gallup’s 2023 Q<sup>12</sup> Overall Organization Level Database</b>	a collection of organization-level data from 17,683,488 Q <sup>12</sup> respondents from all Gallup clients from the previous five years
<b>Gallup’s 2023 Q<sup>12</sup> Overall Organization Level Database 50th Percentile</b>	the score in Gallup’s Overall Q <sup>12</sup> Database above which 50% of all organizations scored





**GALLUP®**

**World Headquarters**

The Gallup Building  
901 F Street, NW  
Washington, D.C. 20004

**t** +1.877.242.5587

**f** +1.888.500.8282

**[www.gallup.com](http://www.gallup.com)**