

Downtown College Prep Mid-Year Engagement Survey March 2024 Insights

Why are we here?



1.

Review the results of our
Mid-Year Engagement Survey
March 2024



2.

Discuss the implications of
these results



3.

Identify focus areas and take
action

What are we comparing to?



PREVIOUS

March 2022
Engagement Survey



PREVIOUS

Feb 2023 Mid-Year
Engagement Survey

We are comparing these results with our previous survey results.

What's a good participation rate?

Participation rates help us understand how representative the feedback is. While we are not aiming for 100%, a majority of employees is an indicative sample.

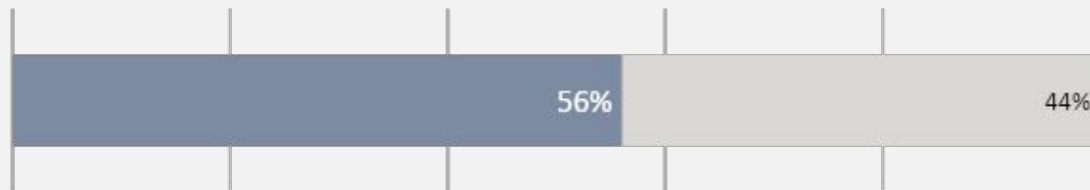


Our participation rate is:

CURRENT
Mid-Year Engagement Survey
March 2024

56%

Responses: 93 of 166



70% of Culture Amp customers have response rates between 75% and 90%.

Our Engagement score

CURRENT
Mid-Year Engagement Survey
March 2024

47%

How we compared based on:

PREVIOUS
Mid-Year March 2022
Engagement Survey

-17

Score: 64%

PREVIOUS
Feb 2023 Mid-Year Engagement
Survey

-26

Score: 73%

Questions we asked:

1. DCP is a good place to work
2. DCP motivates me to go beyond what I would in a similar role elsewhere
3. I am proud to work for DCP
4. Over the past year, DCP has improved for the better
5. I believe DCP will act on the results of this survey

What are survey factors?

In addition to Engagement, we asked questions about other factors regarding our workplace and culture. A factor score is the average score of all questions within that factor.



Factor Summary

Powered by Culture Amp

Factor	Previous	Previous	Score
Social Connection	-2	-6	76
Enablement	+18	+7	74
Management	-6	-6	74
Alignment & Involvement	+3	+1	73
Student/Family Experience	-5	-10	69
Work & Life Blend	+5	-6	68
Work Environment	-7	-4	68
Teaching Activities (Only asked to Teachers)	+10	+2	64

Factor	Previous	Previous	Score
Performance Appraisals	+4	-3	56
Engagement	-17	-26	47
Leadership	-35	-34	23

Strengths & Opportunities

We'll now take a closer look at the questions. We can see our Strengths (higher scores) and Opportunities (low scores). Strengths are things we can celebrate while Opportunities represent things we should keep an eye on for improvement.



Highest 3 Scores

I am committed to doing my best for students and their families **99%**

I know what I need to do to be successful in my role **91%**

I know how my work contributes to the goals of DCP **87%**

Highest 3 Scores vs. Previous

We regularly collaborate around teaching **+15 81%**

The information I need to do my job effectively is readily available **+10 81%**

I have access to the things I need to do my job well **+7 76%**

These are the key areas we are excelling in, and most improved areas compared to our previous survey.



Lowest 3 Scores

Actions of Central Office Leaders are consistent with what they say

18%

Over the past year, DCP has improved for the better

22%

I have confidence in the leaders at DCP

25%

Lowest 3 Scores vs. Previous

Over the past year, DCP has improved for the better

-43 **22%**

I have confidence in the leaders at DCP

-42 **25%**

I believe DCP will act on the results of this survey

-35 **30%**

These are the key areas with opportunities to improve overall, and compared to our previous survey.

Trending Upwards

We regularly collaborate around teaching **+25** **81%**

I have the support/tools required to enhance learning in my classroom **+19** **65%**

Most of the systems and processes here support us getting our work done effectively **+18** **65%**

Trending Downwards

The Central Office Leaders demonstrate that people are important to the company's success **-35** **25%**

I have confidence in the leaders at DCP **-35** **25%**

Actions of Central Office Leaders are consistent with what they say **-34** **18%**

These questions are the biggest movers since our previous survey.