

**2011 KEA ESP Survey Results: Ashland Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		98		16		8		4		5		39		0		5		18	
<b>Demographics</b>																			
Job category	Clerical	16	16%																
	Custodial	8	8%																
	Food Services	4	4%																
	Inst. Assts.	39	40%																
	Health/Student Services	5	5%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	5	5%																
	Transportation	18	18%																
Work location	Elementary	30	31%	2	13%	0	0%	0	0%	0	0%	20	51%	0	0%	0	0%	1	6%
	Middle	13	13%	3	19%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
	High School	9	9%	3	19%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	0	0%
	District Wide	15	15%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	50%
	Other Dist. Site	10	10%	4	25%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	Combination	8	8%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	28%
Years employed	1 year	7	7%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	2	11%
	2-5 years	26	27%	1	6%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	5	28%
	6-9 years	20	20%	1	6%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	5	28%
	10-14 years	16	16%	2	13%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	4	22%
	15-19 years	12	12%	6	38%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	20-24 years	10	10%	4	25%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	1	6%
	25 or more	5	5%	2	13%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	6%
Years in district	1 year	12	12%	6	38%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	2-5 years	10	10%	4	25%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	1	6%
	6-9 years	5	5%	2	13%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	6%
	10-14 years	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	15-19 years	8	8%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	3	17%
	20-24 years	24	24%	1	6%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	3	17%
	25 or more	23	23%	2	13%	0	0%	0	0%	0	0%	11	28%	0	0%	0	0%	5	28%

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Education level	HS or GED	29	30%	1	6%	0	0%	0	0%	0	0%	11	28%	0	0%	0	0%	9	50%
	tech/vocational	8	8%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	2	11%
	some college	34	35%	8	50%	0	0%	0	0%	0	0%	15	38%	0	0%	0	0%	6	33%
	associate's	14	14%	2	13%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	1	6%
	bachelor's	9	9%	3	19%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	master's	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs in district?	None	69	70%	6	38%	0	0%	0	0%	0	0%	32	82%	0	0%	0	0%	13	72%
	1	16	16%	5	31%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	3	17%
	2	6	6%	2	13%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	1	6%
Additional jobs outside district?	None	78	80%	14	88%	0	0%	0	0%	0	0%	33	85%	0	0%	0	0%	13	72%
	1	19	19%	2	13%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	5	28%
	2	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	7	7%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	2	11%
	21-30 hours	34	35%	1	6%	0	0%	0	0%	0	0%	21	54%	0	0%	0	0%	7	39%
	31-40 hours	43	44%	12	75%	0	0%	0	0%	0	0%	12	31%	0	0%	0	0%	7	39%
	over 40 hours	13	13%	3	19%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	2	11%
Earn more than half household income?	Yes	54	55%	8	50%	0	0%	0	0%	0	0%	27	69%	0	0%	0	0%	10	56%
	No	39	40%	8	50%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	7	39%
Gender	Female	77	79%	15	94%	0	0%	0	0%	0	0%	36	92%	0	0%	0	0%	9	50%
	Male	19	19%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	9	50%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	8	8%	1	6%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	2	11%
	30-39	16	16%	0	0%	0	0%	0	0%	0	0%	8	21%	0	0%	0	0%	3	17%
	40-49	29	30%	5	31%	0	0%	0	0%	0	0%	11	28%	0	0%	0	0%	3	17%
	50-59	35	36%	9	56%	0	0%	0	0%	0	0%	11	28%	0	0%	0	0%	8	44%
	60-64	5	5%	1	6%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	65 or older	5	5%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	2	11%

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<b>Working Conditions</b>																			
Job description?	Yes	95	97%	15	94%	0	0%	0	0%	0	0%	38	97%	0	0%	0	0%	18	100%
	No	3	3%	1	6%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Is it accurate?	Yes	81	83%	10	63%	0	0%	0	0%	0	0%	32	82%	0	0%	0	0%	17	94%
	No	14	14%	6	38%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	1	6%
Duties beyond primary ones?	Yes	47	48%	10	63%	0	0%	0	0%	0	0%	14	36%	0	0%	0	0%	10	56%
	No	50	51%	6	38%	0	0%	0	0%	0	0%	25	64%	0	0%	0	0%	7	39%
% beyond primary responsibilities	0%	35	36%	4	25%	0	0%	0	0%	0	0%	19	49%	0	0%	0	0%	4	22%
	1-10%	31	32%	3	19%	0	0%	0	0%	0	0%	13	33%	0	0%	0	0%	6	33%
	11-15%	5	5%	1	6%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	2	11%
	16-25%	7	7%	3	19%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	2	11%
	more than 25%	10	10%	3	19%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	2	11%
Have adequate tools to do your job?	agree/strongly	73	74%	14	88%	0	0%	0	0%	0	0%	31	79%	0	0%	0	0%	10	56%
	neither	9	9%	1	6%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	2	11%
	disagree/ strongly	16	16%	1	6%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	6	33%
Employ monitors for every bus?	Yes	27	28%	3	19%	0	0%	0	0%	0	0%	16	41%	0	0%	0	0%	1	6%
	No	60	61%	10	63%	0	0%	0	0%	0	0%	19	49%	0	0%	0	0%	16	89%
Administer medications?	Yes	27	28%	3	19%	0	0%	0	0%	0	0%	16	41%	0	0%	0	0%	1	6%
	No	83	85%	13	81%	0	0%	0	0%	0	0%	29	74%	0	0%	0	0%	16	89%
If so, properly trained?	Yes	13	13%	2	13%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	2	11%
	No	3	3%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%
	not applicable	39	40%	5	31%	0	0%	0	0%	0	0%	13	33%	0	0%	0	0%	8	44%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	56	57%	9	56%	0	0%	0	0%	0	0%	29	74%	0	0%	0	0%	3	17%
	No	41	42%	7	44%	0	0%	0	0%	0	0%	10	26%	0	0%	0	0%	15	83%
Seniority recognized for awarding job positions?	Yes	36	37%	7	44%	0	0%	0	0%	0	0%	18	46%	0	0%	0	0%	1	6%
	No	55	56%	8	50%	0	0%	0	0%	0	0%	18	46%	0	0%	0	0%	17	94%

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Instructional Assistants expected to cover classes?	Yes	10	10%	0	0%	0	0%	0	0%	0	0%	10	26%	0	0%	0	0%	0	0%
	No	26	27%	0	0%	0	0%	0	0%	0	0%	26	67%	0	0%	0	0%	0	0%
	not applicable	59	60%	16	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	18	100%
If so, how often?	once/week	8	8%	0	0%	0	0%	0	0%	0	0%	8	21%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	85	87%	16	100%	0	0%	0	0%	0	0%	26	67%	0	0%	0	0%	18	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	83	85%	16	100%	0	0%	0	0%	0	0%	36	92%	0	0%	0	0%	9	50%
	No	14	14%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	9	50%
District's student discipline policy consistently followed?	Yes	60	61%	11	69%	0	0%	0	0%	0	0%	30	77%	0	0%	0	0%	6	33%
	No	24	24%	4	25%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	11	61%
Trained on student discipline policies and processes?	Yes	56	57%	6	38%	0	0%	0	0%	0	0%	28	72%	0	0%	0	0%	11	61%
	No	38	39%	9	56%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	7	39%
Peer to peer bullying or harassment an issue?	Yes	17	17%	4	25%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	11	61%
	No	74	76%	11	69%	0	0%	0	0%	0	0%	36	92%	0	0%	0	0%	6	33%
Bullying or harassment by supervisor an issue?	Yes	10	10%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	44%
	No	86	88%	14	88%	0	0%	0	0%	0	0%	39	100%	0	0%	0	0%	10	56%
Enjoy working in this school district?	agree/strongly	79	81%	13	81%	0	0%	0	0%	0	0%	35	90%	0	0%	0	0%	12	67%
	neither	12	12%	3	19%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	28%
	disagree/ strongly	7	7%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	1	6%

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