

2011 KEA ESP Survey Results: Ballard County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		45		9		6		4		2		18		0		4		2	
Demographics																			
Job category	Clerical	9	20%																
	Custodial	6	13%																
	Food Services	4	9%																
	Inst. Assts.	18	40%																
	Health/Student Services	2	4%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	4	9%																
	Transportation	2	4%																
Work location	Elementary	19	42%	0	0%	0	0%	0	0%	0	0%	12	67%	0	0%	0	0%	0	0%
	Middle	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	3	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	District Wide	5	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	7	16%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	Combination	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	4	9%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	2-5 years	9	20%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	6-9 years	8	18%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	10-14 years	12	27%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	15-19 years	7	16%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	20-24 years	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	7	16%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	2-5 years	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	5	11%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	20-24 years	14	31%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
25 or more	7	16%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	

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Education level	HS or GED	7	16%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	tech/vocational	6	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	9	20%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	associate's	9	20%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	bachelor's	11	24%	0	0%	0	0%	0	0%	0	0%	9	50%	0	0%	0	0%	0	0%
	master's	3	7%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
Additional jobs in district?	None	36	80%	0	0%	0	0%	0	0%	0	0%	13	72%	0	0%	0	0%	0	0%
	1	7	16%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	2	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	30	67%	0	0%	0	0%	0	0%	0	0%	11	61%	0	0%	0	0%	0	0%
	1	14	31%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	2	1	2%	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	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	32	71%	0	0%	0	0%	0	0%	0	0%	14	78%	0	0%	0	0%	0	0%
	over 40 hours	10	22%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	33	73%	0	0%	0	0%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%
	No	12	27%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Gender	Female	41	91%	0	0%	0	0%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%
	Male	4	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	5	11%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	30-39	9	20%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	40-49	19	42%	0	0%	0	0%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%
	50-59	8	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	60-64	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	42	93%	0	0%	0	0%	0	0%	0	0%	17	94%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Is it accurate?	Yes	37	82%	0	0%	0	0%	0	0%	0	0%	15	83%	0	0%	0	0%	0	0%
	No	7	16%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	29	64%	0	0%	0	0%	0	0%	0	0%	11	61%	0	0%	0	0%	0	0%
	No	15	33%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	9	20%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	1-10%	16	36%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	11-15%	6	13%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	16-25%	4	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	more than 25%	6	13%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	33	73%	0	0%	0	0%	0	0%	0	0%	12	67%	0	0%	0	0%	0	0%
	neither	7	16%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	disagree/ strongly	4	9%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	14	31%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
	No	27	60%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
Administer medications?	Yes	14	31%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
	No	33	73%	0	0%	0	0%	0	0%	0	0%	11	61%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	10	22%	0	0%	0	0%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	8	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	32	71%	0	0%	0	0%	0	0%	0	0%	13	72%	0	0%	0	0%	0	0%
	No	12	27%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	18	40%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	No	23	51%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	8	18%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
	No	8	18%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
	not applicable	27	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	2-3 times/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	11%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	more than 10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	35	78%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	42	93%	0	0%	0	0%	0	0%	0	0%	17	94%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	35	78%	0	0%	0	0%	0	0%	0	0%	15	83%	0	0%	0	0%	0	0%
	No	6	13%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	23	51%	0	0%	0	0%	0	0%	0	0%	16	89%	0	0%	0	0%	0	0%
	No	18	40%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	5	11%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	No	37	82%	0	0%	0	0%	0	0%	0	0%	14	78%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	44	98%	0	0%	0	0%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	41	91%	0	0%	0	0%	0	0%	0	0%	16	89%	0	0%	0	0%	0	0%
	neither	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	disagree/ strongly	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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