

2011 KEA ESP Survey Results: Bowling Green Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		55		11		4		9		2		25		2		2		0	
Demographics																			
Job category	Clerical	11	20%																
	Custodial	4	7%																
	Food Services	9	16%																
	Inst. Assts.	25	45%																
	Health/Student Services	2	4%																
	Skilled Trades	2	4%																
	Security Services	0	0%																
	Tech. Services	2	4%																
	Transportation	0	0%																
Work location	Elementary	36	65%	1	9%	0	0%	0	0%	0	0%	21	84%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	11	20%	5	45%	0	0%	0	0%	0	0%	4	16%	0	0%	0	0%	0	0%
	District Wide	4	7%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	2	4%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	2	4%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	3	5%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	2-5 years	12	22%	0	0%	0	0%	0	0%	0	0%	8	32%	0	0%	0	0%	0	0%
	6-9 years	16	29%	2	18%	0	0%	0	0%	0	0%	9	36%	0	0%	0	0%	0	0%
	10-14 years	10	18%	2	18%	0	0%	0	0%	0	0%	5	20%	0	0%	0	0%	0	0%
	15-19 years	12	22%	5	45%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	20-24 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	2	4%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	12	22%	5	45%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	2-5 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	2	4%	1	9%	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	4	7%	1	9%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	20-24 years	17	31%	0	0%	0	0%	0	0%	0	0%	13	52%	0	0%	0	0%	0	0%
25 or more	15	27%	4	36%	0	0%	0	0%	0	0%	5	20%	0	0%	0	0%	0	0%	

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Education level	HS or GED	9	16%	3	27%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	tech/vocational	1	2%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	9	16%	2	18%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%
	associate's	4	7%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%
	bachelor's	24	44%	5	45%	0	0%	0	0%	0	0%	17	68%	0	0%	0	0%	0	0%	0	0%
	master's	5	9%	0	0%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	43	78%	10	91%	0	0%	0	0%	0	0%	19	76%	0	0%	0	0%	0	0%	0	0%
	1	5	9%	1	9%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%
	2	3	5%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	35	64%	10	91%	0	0%	0	0%	0	0%	12	48%	0	0%	0	0%	0	0%	0	0%
	1	17	31%	1	9%	0	0%	0	0%	0	0%	10	40%	0	0%	0	0%	0	0%	0	0%
	2	3	5%	0	0%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	6	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	35	64%	10	91%	0	0%	0	0%	0	0%	18	72%	0	0%	0	0%	0	0%	0	0%
	over 40 hours	13	24%	1	9%	0	0%	0	0%	0	0%	6	24%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	33	60%	5	45%	0	0%	0	0%	0	0%	16	64%	0	0%	0	0%	0	0%	0	0%
	No	20	36%	6	55%	0	0%	0	0%	0	0%	7	28%	0	0%	0	0%	0	0%	0	0%
Gender	Female	48	87%	11	100%	0	0%	0	0%	0	0%	22	88%	0	0%	0	0%	0	0%	0	0%
	Male	6	11%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%
	25-29	5	9%	0	0%	0	0%	0	0%	0	0%	5	20%	0	0%	0	0%	0	0%	0	0%
	30-39	12	22%	1	9%	0	0%	0	0%	0	0%	8	32%	0	0%	0	0%	0	0%	0	0%
	40-49	16	29%	5	45%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%
	50-59	19	35%	5	45%	0	0%	0	0%	0	0%	8	32%	0	0%	0	0%	0	0%	0	0%
	60-64	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	0	0%	0	0%	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	52	95%	11	100%	0	0%	0	0%	0	0%	24	96%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Is it accurate?	Yes	38	69%	8	73%	0	0%	0	0%	0	0%	17	68%	0	0%	0	0%	0	0%
	No	14	25%	3	27%	0	0%	0	0%	0	0%	8	32%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	33	60%	5	45%	0	0%	0	0%	0	0%	16	64%	0	0%	0	0%	0	0%
	No	21	38%	6	55%	0	0%	0	0%	0	0%	9	36%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	16	29%	4	36%	0	0%	0	0%	0	0%	7	28%	0	0%	0	0%	0	0%
	1-10%	21	38%	4	36%	0	0%	0	0%	0	0%	9	36%	0	0%	0	0%	0	0%
	11-15%	5	9%	1	9%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%
	16-25%	9	16%	2	18%	0	0%	0	0%	0	0%	4	16%	0	0%	0	0%	0	0%
	more than 25%	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	45	82%	11	100%	0	0%	0	0%	0	0%	19	76%	0	0%	0	0%	0	0%
	neither	3	5%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	disagree/ strongly	6	11%	0	0%	0	0%	0	0%	0	0%	4	16%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	15	27%	2	18%	0	0%	0	0%	0	0%	6	24%	0	0%	0	0%	0	0%
	No	30	55%	7	64%	0	0%	0	0%	0	0%	15	60%	0	0%	0	0%	0	0%
Administer medications?	Yes	15	27%	2	18%	0	0%	0	0%	0	0%	6	24%	0	0%	0	0%	0	0%
	No	45	82%	7	64%	0	0%	0	0%	0	0%	23	92%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	8	15%	4	36%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	No	4	7%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	15	27%	2	18%	0	0%	0	0%	0	0%	10	40%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	27	49%	8	73%	0	0%	0	0%	0	0%	11	44%	0	0%	0	0%	0	0%
	No	25	45%	2	18%	0	0%	0	0%	0	0%	13	52%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	23	42%	2	18%	0	0%	0	0%	0	0%	10	40%	0	0%	0	0%	0	0%
	No	23	42%	8	73%	0	0%	0	0%	0	0%	10	40%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	10	18%	0	0%	0	0%	0	0%	0	0%	10	40%	0	0%	0	0%	0	0%
	No	13	24%	0	0%	0	0%	0	0%	0	0%	13	52%	0	0%	0	0%	0	0%
	not applicable	30	55%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	5	9%	0	0%	0	0%	0	0%	0	0%	5	20%	0	0%	0	0%	0	0%
	2-3 times/week	3	5%	0	0%	0	0%	0	0%	0	0%	3	12%	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	2	0%	0	0%	0	0%	0	0%	0	0%	2	0%	0	0%	0	0%	0	0%
	not applicable	43	78%	11	100%	0	0%	0	0%	0	0%	13	52%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	54	98%	11	100%	0	0%	0	0%	0	0%	25	100%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	36	65%	10	91%	0	0%	0	0%	0	0%	14	56%	0	0%	0	0%	0	0%
	No	15	27%	0	0%	0	0%	0	0%	0	0%	11	44%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	22	40%	4	36%	0	0%	0	0%	0	0%	13	52%	0	0%	0	0%	0	0%
	No	31	56%	6	55%	0	0%	0	0%	0	0%	12	48%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	13	24%	2	18%	0	0%	0	0%	0	0%	7	28%	0	0%	0	0%	0	0%
	No	42	76%	9	82%	0	0%	0	0%	0	0%	18	72%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	53	96%	11	100%	0	0%	0	0%	0	0%	24	96%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	41	75%	8	73%	0	0%	0	0%	0	0%	18	72%	0	0%	0	0%	0	0%
	neither	6	11%	1	9%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	disagree/ strongly	8	15%	2	18%	0	0%	0	0%	0	0%	5	20%	0	0%	0	0%	0	0%

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