

2011 KEA ESP Survey Results: Breckenridge County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		85		13		7		8		4		37		3		2		11	
Demographics																			
Job category	Clerical	13	15%																
	Custodial	7	8%																
	Food Services	8	9%																
	Inst. Assts.	37	44%																
	Health/Student Services	4	5%																
	Skilled Trades	3	4%																
	Security Services	0	0%																
	Tech. Services	2	2%																
	Transportation	11	13%																
Work location	Elementary	65	76%	7	54%	0	0%	0	0%	0	0%	37	100%	0	0%	0	0%	1	9%
	Middle	3	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	High School	4	5%	4	31%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	6	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	45%
	Other Dist. Site	1	1%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	27%
Years employed	1 year	7	8%	2	15%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	2-5 years	20	24%	3	23%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	4	36%
	6-9 years	10	12%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	2	18%
	10-14 years	11	13%	2	15%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	15-19 years	18	21%	4	31%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	3	27%
	20-24 years	9	11%	1	8%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	1	9%
	25 or more	9	11%	1	8%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	1	9%
Years in district	1 year	18	21%	4	31%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	3	27%
	2-5 years	9	11%	1	8%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	1	9%
	6-9 years	9	11%	1	8%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	1	9%
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	9	11%	2	15%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	20-24 years	20	24%	3	23%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	4	36%
	25 or more	10	12%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	2	18%

*No reporting was done for job categories with less than 10 respondents.

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Education level	HS or GED	30	35%	4	31%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	4	36%
	tech/vocational	4	5%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	some college	22	26%	2	15%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	3	27%
	associate's	19	22%	4	31%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	1	9%
	bachelor's	5	6%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	master's	3	4%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	9%
Additional jobs in district?	None	67	79%	12	92%	0	0%	0	0%	0	0%	28	76%	0	0%	0	0%	6	55%
	1	16	19%	1	8%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	3	27%
	2	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	18%
Additional jobs outside district?	None	64	75%	11	85%	0	0%	0	0%	0	0%	25	68%	0	0%	0	0%	5	45%
	1	19	22%	2	15%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	6	55%
	2	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	4	5%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	10	12%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	82%
	21-30 hours	5	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	31-40 hours	57	67%	9	69%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	1	9%
	over 40 hours	8	9%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	59	69%	8	62%	0	0%	0	0%	0	0%	27	73%	0	0%	0	0%	9	82%
	No	24	28%	4	31%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	2	18%
Gender	Female	73	86%	11	85%	0	0%	0	0%	0	0%	37	100%	0	0%	0	0%	5	45%
	Male	10	12%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	55%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	25-29	5	6%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	30-39	9	11%	2	15%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	40-49	34	40%	7	54%	0	0%	0	0%	0	0%	18	49%	0	0%	0	0%	3	27%
	50-59	26	31%	1	8%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	7	64%
	60-64	7	8%	3	23%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	65 or older	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	9%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	4	5%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	2	18%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	4	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	Caucasian	81	95%	13	100%	0	0%	0	0%	0	0%	36	97%	0	0%	0	0%	11	100%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Association Membership																			
KEA member?	Yes	25	29%	3	23%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	2	18%
	No	58	68%	10	77%	0	0%	0	0%	0	0%	24	65%	0	0%	0	0%	8	73%
Satisfied with KEA?	satisfied/very	13	15%	2	15%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	1	9%
	neither	5	6%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	1	9%
	unsatisfied/ very	5	6%	1	8%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	not applicable	58	68%	10	77%	0	0%	0	0%	0	0%	24	65%	0	0%	0	0%	8	73%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	6	7%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	1	9%
	No	78	92%	12	92%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	10	91%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	3	4%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	5-8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	78	92%	12	92%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	10	91%
If so, compensated?	Yes	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	5%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	not applicable	78	92%	12	92%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	10	91%
Benefits a main factor in employment?	Yes	46	54%	7	54%	0	0%	0	0%	0	0%	20	54%	0	0%	0	0%	5	45%
	No	27	32%	6	46%	0	0%	0	0%	0	0%	15	41%	0	0%	0	0%	2	18%
% salary going toward health insurance	0%	13	15%	2	15%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	1-10%	31	36%	4	31%	0	0%	0	0%	0	0%	16	43%	0	0%	0	0%	5	45%
	11-25%	25	29%	4	31%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	4	36%
	26-50%	13	15%	3	23%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	2	18%
	51-75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Training and PD																				
Where received initial training?	department	24	28%	6	46%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	1	9%	
	school district	57	67%	6	46%	0	0%	0	0%	0	0%	26	70%	0	0%	0	0%	11	100%	
	college	20	24%	3	23%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%	
	KEA	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
	NEA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	other professional organization	11	13%	2	15%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	1	9%	
From inside district, outside or both?	within school district	51	60%	10	77%	0	0%	0	0%	0	0%	20	54%	0	0%	0	0%	8	73%	
	outside school district	11	13%	1	8%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%	
	both	22	26%	2	15%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	3	27%	
Do you receive ongoing PD from District?	Yes	63	74%	5	38%	0	0%	0	0%	0	0%	31	84%	0	0%	0	0%	8	73%	
	No	21	25%	8	62%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	3	27%	
How many days?	0 days	17	20%	7	54%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	3	27%	
	1-4 days	42	49%	4	31%	0	0%	0	0%	0	0%	17	46%	0	0%	0	0%	8	73%	
	5-8 days	21	25%	1	8%	0	0%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%	
	more than 8 days	2	2%	1	8%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	

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Job Performance																			
Regularly evaluated?	Yes	83	98%	12	92%	0	0%	0	0%	0	0%	36	97%	0	0%	0	0%	11	100%
	No	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
How often?	once/month	5	6%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	once/quarter	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	every 6 months	4	5%	3	23%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	once/year	71	84%	9	69%	0	0%	0	0%	0	0%	29	78%	0	0%	0	0%	11	100%
Who evaluates?	supervisor	48	56%	7	54%	0	0%	0	0%	0	0%	17	46%	0	0%	0	0%	6	55%
	administrator	19	22%	4	31%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	4	36%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	11	13%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	60	71%	9	69%	0	0%	0	0%	0	0%	24	65%	0	0%	0	0%	8	73%
	neither	15	18%	3	23%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	2	18%
	disagree/ strongly	10	12%	1	8%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	1	9%

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Working Conditions																			
Job description?	Yes	78	92%	10	77%	0	0%	0	0%	0	0%	36	97%	0	0%	0	0%	10	91%
	No	5	6%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
Is it accurate?	Yes	63	74%	6	46%	0	0%	0	0%	0	0%	26	70%	0	0%	0	0%	9	82%
	No	20	24%	7	54%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	1	9%
Duties beyond primary ones?	Yes	51	60%	8	62%	0	0%	0	0%	0	0%	22	59%	0	0%	0	0%	4	36%
	No	34	40%	5	38%	0	0%	0	0%	0	0%	15	41%	0	0%	0	0%	7	64%
% beyond primary responsibilities	0%	22	26%	3	23%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	4	36%
	1-10%	38	45%	6	46%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	7	64%
	11-15%	10	12%	2	15%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	16-25%	8	9%	2	15%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	more than 25%	7	8%	0	0%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	59	69%	11	85%	0	0%	0	0%	0	0%	22	59%	0	0%	0	0%	8	73%
	neither	13	15%	2	15%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	3	27%
	disagree/ strongly	13	15%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	8	9%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	74	87%	9	69%	0	0%	0	0%	0	0%	37	100%	0	0%	0	0%	11	100%
Administer medications?	Yes	8	9%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	50	59%	10	77%	0	0%	0	0%	0	0%	15	41%	0	0%	0	0%	6	55%
If so, properly trained?	Yes	34	40%	2	15%	0	0%	0	0%	0	0%	22	59%	0	0%	0	0%	5	45%
	No	3	4%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	16	19%	2	15%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	5	45%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	51	60%	9	69%	0	0%	0	0%	0	0%	23	62%	0	0%	0	0%	5	45%
	No	33	39%	4	31%	0	0%	0	0%	0	0%	14	38%	0	0%	0	0%	6	55%
Seniority recognized for awarding job positions?	Yes	28	33%	5	38%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	4	36%
	No	55	65%	8	62%	0	0%	0	0%	0	0%	25	68%	0	0%	0	0%	7	64%

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Instructional Assistants expected to cover classes?	Yes	21	25%	0	0%	0	0%	0	0%	0	0%	21	57%	0	0%	0	0%	0	0%
	No	15	18%	0	0%	0	0%	0	0%	0	0%	15	41%	0	0%	0	0%	0	0%
	not applicable	48	56%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	100%
If so, how often?	once/week	8	9%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	2-3 times/week	4	5%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	4-5 times/week	4	5%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	6-10 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 10 times/week	3	1%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
	not applicable	63	74%	13	100%	0	0%	0	0%	0	0%	15	41%	0	0%	0	0%	11	100%
Work Environment																			
Work in a safe environment?	Yes	79	93%	12	92%	0	0%	0	0%	0	0%	32	86%	0	0%	0	0%	11	100%
	No	4	5%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	61	72%	10	77%	0	0%	0	0%	0	0%	23	62%	0	0%	0	0%	8	73%
	No	22	26%	3	23%	0	0%	0	0%	0	0%	13	35%	0	0%	0	0%	3	27%
Trained on student discipline policies and processes?	Yes	48	56%	5	38%	0	0%	0	0%	0	0%	23	62%	0	0%	0	0%	9	82%
	No	36	42%	8	62%	0	0%	0	0%	0	0%	14	38%	0	0%	0	0%	2	18%
Peer to peer bullying or harassment an issue?	Yes	10	12%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	No	73	86%	12	92%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	11	100%
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	84	99%	12	92%	0	0%	0	0%	0	0%	37	100%	0	0%	0	0%	11	100%
Enjoy working in this school district?	agree/strongly	73	86%	11	85%	0	0%	0	0%	0	0%	31	84%	0	0%	0	0%	10	91%
	neither	10	12%	2	15%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	1	9%
	disagree/ strongly	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

*No reporting was done for job categories with less than 10 respondents.