

2011 KEA ESP Survey Results: Carroll County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		95		19		4		22		7		20		6		2		14	
Demographics																			
Job category	Clerical	19	20%																
	Custodial	4	4%																
	Food Services	22	23%																
	Inst. Assts.	20	21%																
	Health/Student Services	7	7%																
	Skilled Trades	6	6%																
	Security Services	0	0%																
	Tech. Services	2	2%																
	Transportation	14	15%																
Work location	Elementary	25	26%	3	16%	0	0%	11	50%	0	0%	8	40%	0	0%	0	0%	0	0%
	Middle	16	17%	2	11%	0	0%	4	18%	0	0%	5	25%	0	0%	0	0%	0	0%
	High School	12	13%	4	21%	0	0%	4	18%	0	0%	4	20%	0	0%	0	0%	0	0%
	District Wide	19	20%	4	21%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	64%
	Other Dist. Site	4	4%	3	16%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
	Combination	7	7%	1	5%	0	0%	3	14%	0	0%	1	5%	0	0%	0	0%	1	7%
Years employed	1 year	3	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	7%
	2-5 years	20	21%	2	11%	0	0%	8	36%	0	0%	3	15%	0	0%	0	0%	3	21%
	6-9 years	20	21%	4	21%	0	0%	3	14%	0	0%	6	30%	0	0%	0	0%	3	21%
	10-14 years	26	27%	6	32%	0	0%	4	18%	0	0%	8	40%	0	0%	0	0%	3	21%
	15-19 years	15	16%	4	21%	0	0%	6	27%	0	0%	1	5%	0	0%	0	0%	1	7%
	20-24 years	5	5%	1	5%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	2	14%
	25 or more	6	6%	2	11%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	7%
Years in district	1 year	15	16%	4	21%	0	0%	6	27%	0	0%	1	5%	0	0%	0	0%	1	7%
	2-5 years	5	5%	1	5%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	2	14%
	6-9 years	6	6%	2	11%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	7%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	3	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	7%
	20-24 years	23	24%	2	11%	0	0%	8	36%	0	0%	5	25%	0	0%	0	0%	4	29%
25 or more	21	22%	4	21%	0	0%	4	18%	0	0%	6	30%	0	0%	0	0%	3	21%	

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Education level	HS or GED	42	44%	6	32%	0	0%	15	68%	0	0%	6	30%	0	0%	0	0%	8	57%
	tech/vocational	11	12%	3	16%	0	0%	2	9%	0	0%	1	5%	0	0%	0	0%	1	7%
	some college	21	22%	7	37%	0	0%	3	14%	0	0%	6	30%	0	0%	0	0%	3	21%
	associate's	10	11%	1	5%	0	0%	2	9%	0	0%	5	25%	0	0%	0	0%	0	0%
	bachelor's	10	11%	2	11%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	2	14%
	master's	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	70	74%	14	74%	0	0%	17	77%	0	0%	14	70%	0	0%	0	0%	8	57%
	1	13	14%	2	11%	0	0%	4	18%	0	0%	4	20%	0	0%	0	0%	2	14%
	2	6	6%	2	11%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	7%
Additional jobs outside district?	None	70	74%	16	84%	0	0%	17	77%	0	0%	17	85%	0	0%	0	0%	5	36%
	1	18	19%	2	11%	0	0%	3	14%	0	0%	1	5%	0	0%	0	0%	8	57%
	2	5	5%	1	5%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	1	7%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	6	6%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	5	36%
	21-30 hours	10	11%	1	5%	0	0%	5	23%	0	0%	0	0%	0	0%	0	0%	3	21%
	31-40 hours	64	67%	16	84%	0	0%	13	59%	0	0%	17	85%	0	0%	0	0%	2	14%
	over 40 hours	13	14%	2	11%	0	0%	2	9%	0	0%	3	15%	0	0%	0	0%	4	29%
Earn more than half household income?	Yes	58	61%	10	53%	0	0%	16	73%	0	0%	15	75%	0	0%	0	0%	8	57%
	No	35	37%	9	47%	0	0%	5	23%	0	0%	5	25%	0	0%	0	0%	5	36%
Gender	Female	79	83%	19	100%	0	0%	22	100%	0	0%	19	95%	0	0%	0	0%	8	57%
	Male	13	14%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	4	29%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	4	4%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	30-39	16	17%	2	11%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	4	29%
	40-49	21	22%	5	26%	0	0%	4	18%	0	0%	5	25%	0	0%	0	0%	1	7%
	50-59	36	38%	10	53%	0	0%	9	41%	0	0%	6	30%	0	0%	0	0%	7	50%
	60-64	11	12%	1	5%	0	0%	6	27%	0	0%	1	5%	0	0%	0	0%	1	7%
	65 or older	7	7%	1	5%	0	0%	3	14%	0	0%	1	5%	0	0%	0	0%	1	7%

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Training and PD																			
Where received initial training?	department	27	29%	6	32%	0	0%	10	53%	0	0%	5	25%	0	0%	0	0%	3	21%
	school district	61	66%	11	58%	0	0%	11	58%	0	0%	16	80%	0	0%	0	0%	13	93%
	college	14	15%	3	16%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	1	7%
	KEA	5	5%	1	5%	0	0%	1	5%	0	0%	1	5%	0	0%	0	0%	0	0%
	NEA	2	2%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	22	24%	6	32%	0	0%	3	16%	0	0%	5	25%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	45	47%	11	58%	0	0%	13	59%	0	0%	7	35%	0	0%	0	0%	9	64%
	outside school district	10	11%	3	16%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	both	37	39%	5	26%	0	0%	7	32%	0	0%	9	45%	0	0%	0	0%	5	36%
Do you receive ongoing PD from District?	Yes	65	68%	9	47%	0	0%	11	50%	0	0%	19	95%	0	0%	0	0%	14	100%
	No	27	28%	10	53%	0	0%	8	36%	0	0%	1	5%	0	0%	0	0%	0	0%
How many days?	0 days	22	23%	8	42%	0	0%	5	23%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	52	55%	10	53%	0	0%	7	32%	0	0%	15	75%	0	0%	0	0%	12	86%
	5-8 days	17	18%	1	5%	0	0%	6	27%	0	0%	5	25%	0	0%	0	0%	2	14%
	more than 8 days	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	92	97%	19	100%	0	0%	21	95%	0	0%	19	95%	0	0%	0	0%	14	100%
	No	2	2%	0	0%	0	0%	1	5%	0	0%	1	5%	0	0%	0	0%	0	0%
Is it accurate?	Yes	69	73%	14	74%	0	0%	17	77%	0	0%	13	65%	0	0%	0	0%	10	71%
	No	25	26%	5	26%	0	0%	5	23%	0	0%	7	35%	0	0%	0	0%	4	29%
Duties beyond primary ones?	Yes	78	82%	16	84%	0	0%	21	95%	0	0%	16	80%	0	0%	0	0%	11	79%
	No	15	16%	3	16%	0	0%	1	5%	0	0%	4	20%	0	0%	0	0%	3	21%
% beyond primary responsibilities	0%	11	12%	2	11%	0	0%	0	0%	0	0%	3	15%	0	0%	0	0%	3	21%
	1-10%	41	43%	7	37%	0	0%	9	41%	0	0%	9	45%	0	0%	0	0%	8	57%
	11-15%	12	13%	3	16%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	1	7%
	16-25%	8	8%	2	11%	0	0%	1	5%	0	0%	2	10%	0	0%	0	0%	1	7%
	more than 25%	15	16%	5	26%	0	0%	6	27%	0	0%	2	10%	0	0%	0	0%	1	7%
Have adequate tools to do your job?	agree/strongly	64	67%	17	89%	0	0%	9	41%	0	0%	13	65%	0	0%	0	0%	11	79%
	neither	9	9%	0	0%	0	0%	2	9%	0	0%	3	15%	0	0%	0	0%	2	14%
	disagree/ strongly	18	19%	2	11%	0	0%	8	36%	0	0%	4	20%	0	0%	0	0%	1	7%
Employ monitors for every bus?	Yes	14	15%	3	16%	0	0%	2	9%	0	0%	3	15%	0	0%	0	0%	2	14%
	No	67	71%	14	74%	0	0%	15	68%	0	0%	13	65%	0	0%	0	0%	11	79%
Administer medications?	Yes	14	15%	3	16%	0	0%	2	9%	0	0%	3	15%	0	0%	0	0%	2	14%
	No	59	62%	13	68%	0	0%	21	95%	0	0%	8	40%	0	0%	0	0%	5	36%
If so, properly trained?	Yes	33	35%	4	21%	0	0%	1	5%	0	0%	14	70%	0	0%	0	0%	8	57%
	No	6	6%	1	5%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	7%
	not applicable	24	25%	0	0%	0	0%	15	68%	0	0%	0	0%	0	0%	0	0%	5	36%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	57	60%	13	68%	0	0%	11	50%	0	0%	10	50%	0	0%	0	0%	8	57%
	No	35	37%	6	32%	0	0%	10	45%	0	0%	10	50%	0	0%	0	0%	6	43%
Seniority recognized for awarding job positions?	Yes	42	44%	10	53%	0	0%	6	27%	0	0%	8	40%	0	0%	0	0%	10	71%
	No	51	54%	9	47%	0	0%	16	73%	0	0%	12	60%	0	0%	0	0%	4	29%

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Instructional Assistants expected to cover classes?	Yes	13	14%	0	0%	0	0%	0	0%	0	0%	13	65%	0	0%	0	0%	0	0%
	No	7	7%	0	0%	0	0%	0	0%	0	0%	7	35%	0	0%	0	0%	0	0%
	not applicable	75	79%	19	100%	0	0%	22	100%	0	0%	0	0%	0	0%	0	0%	14	100%
If so, how often?	once/week	4	4%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	2-3 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	4-5 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	5%	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	4	0%	0	0%	0	0%	0	0%	0	0%	4	0%	0	0%	0	0%	0	0%
	not applicable	82	86%	19	100%	0	0%	22	100%	0	0%	7	35%	0	0%	0	0%	14	100%
Work Environment																			
Work in a safe environment?	Yes	78	82%	17	89%	0	0%	18	82%	0	0%	16	80%	0	0%	0	0%	11	79%
	No	14	15%	1	5%	0	0%	4	18%	0	0%	4	20%	0	0%	0	0%	2	14%
District's student discipline policy consistently followed?	Yes	31	33%	10	53%	0	0%	0	0%	0	0%	8	40%	0	0%	0	0%	2	14%
	No	58	61%	8	42%	0	0%	20	91%	0	0%	12	60%	0	0%	0	0%	12	86%
Trained on student discipline policies and processes?	Yes	42	44%	7	37%	0	0%	4	18%	0	0%	14	70%	0	0%	0	0%	10	71%
	No	48	51%	11	58%	0	0%	17	77%	0	0%	6	30%	0	0%	0	0%	4	29%
Peer to peer bullying or harassment an issue?	Yes	24	25%	3	16%	0	0%	6	27%	0	0%	7	35%	0	0%	0	0%	4	29%
	No	65	68%	15	79%	0	0%	14	64%	0	0%	13	65%	0	0%	0	0%	10	71%
Bullying or harassment by supervisor an issue?	Yes	10	11%	2	11%	0	0%	3	14%	0	0%	0	0%	0	0%	0	0%	2	14%
	No	82	86%	16	84%	0	0%	18	82%	0	0%	20	100%	0	0%	0	0%	12	86%
Enjoy working in this school district?	agree/strongly	70	74%	14	74%	0	0%	17	77%	0	0%	12	60%	0	0%	0	0%	11	79%
	neither	17	18%	2	11%	0	0%	3	14%	0	0%	7	35%	0	0%	0	0%	3	21%
	disagree/ strongly	5	5%	2	11%	0	0%	1	5%	0	0%	1	5%	0	0%	0	0%	0	0%

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