

2011 KEA ESP Survey Results: Clark County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		63		8		5		14		5		21		0		1		8	
Demographics																			
Job category	Clerical	8	13%																
	Custodial	5	8%																
	Food Services	14	22%																
	Inst. Assts.	21	33%																
	Health/Student Services	5	8%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	8	13%																
Work location	Elementary	33	52%	0	0%	0	0%	7	50%	0	0%	14	67%	0	0%	0	0%	0	0%
	Middle	13	21%	0	0%	0	0%	6	43%	0	0%	1	5%	0	0%	0	0%	0	0%
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	6	10%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	6	10%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	2	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	2-5 years	14	22%	0	0%	0	0%	1	7%	0	0%	6	29%	0	0%	0	0%	0	0%
	6-9 years	13	21%	0	0%	0	0%	5	36%	0	0%	4	19%	0	0%	0	0%	0	0%
	10-14 years	13	21%	0	0%	0	0%	3	21%	0	0%	4	19%	0	0%	0	0%	0	0%
	15-19 years	7	11%	0	0%	0	0%	1	7%	0	0%	2	10%	0	0%	0	0%	0	0%
	20-24 years	7	11%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	25 or more	4	6%	0	0%	0	0%	2	14%	0	0%	1	5%	0	0%	0	0%	0	0%
Years in district	1 year	7	11%	0	0%	0	0%	1	7%	0	0%	2	10%	0	0%	0	0%	0	0%
	2-5 years	7	11%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	6-9 years	4	6%	0	0%	0	0%	2	14%	0	0%	1	5%	0	0%	0	0%	0	0%
	10-14 years	3	5%	0	0%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	2	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	20-24 years	16	25%	0	0%	0	0%	2	14%	0	0%	6	29%	0	0%	0	0%	0	0%
	25 or more	13	21%	0	0%	0	0%	5	36%	0	0%	4	19%	0	0%	0	0%	0	0%

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Education level	HS or GED	28	44%	0	0%	0	0%	8	57%	0	0%	8	38%	0	0%	0	0%	0	0%
	tech/vocational	5	8%	0	0%	0	0%	3	21%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	14	22%	0	0%	0	0%	2	14%	0	0%	7	33%	0	0%	0	0%	0	0%
	associate's	5	8%	0	0%	0	0%	1	7%	0	0%	2	10%	0	0%	0	0%	0	0%
	bachelor's	10	16%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	56	89%	0	0%	0	0%	11	79%	0	0%	21	100%	0	0%	0	0%	0	0%
	1	5	8%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	49	78%	0	0%	0	0%	12	86%	0	0%	14	67%	0	0%	0	0%	0	0%
	1	12	19%	0	0%	0	0%	2	14%	0	0%	5	24%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	3	5%	0	0%	0	0%	3	21%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	14	22%	0	0%	0	0%	8	57%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	42	67%	0	0%	0	0%	3	21%	0	0%	20	95%	0	0%	0	0%	0	0%
	over 40 hours	2	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	52	83%	0	0%	0	0%	13	93%	0	0%	17	81%	0	0%	0	0%	0	0%
	No	9	14%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
Gender	Female	56	89%	0	0%	0	0%	14	100%	0	0%	20	95%	0	0%	0	0%	0	0%
	Male	6	10%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	25-29	3	5%	0	0%	0	0%	1	7%	0	0%	2	10%	0	0%	0	0%	0	0%
	30-39	6	10%	0	0%	0	0%	2	14%	0	0%	2	10%	0	0%	0	0%	0	0%
	40-49	20	32%	0	0%	0	0%	4	29%	0	0%	8	38%	0	0%	0	0%	0	0%
	50-59	22	35%	0	0%	0	0%	3	21%	0	0%	5	24%	0	0%	0	0%	0	0%
	60-64	10	16%	0	0%	0	0%	4	29%	0	0%	2	10%	0	0%	0	0%	0	0%
	65 or older	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	62	98%	0	0%	0	0%	14	100%	0	0%	21	100%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	46	73%	0	0%	0	0%	13	93%	0	0%	14	67%	0	0%	0	0%	0	0%
	No	15	24%	0	0%	0	0%	1	7%	0	0%	6	29%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	41	65%	0	0%	0	0%	5	36%	0	0%	15	71%	0	0%	0	0%	0	0%
	No	21	33%	0	0%	0	0%	9	64%	0	0%	6	29%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	20	32%	0	0%	0	0%	8	57%	0	0%	7	33%	0	0%	0	0%	0	0%
	1-10%	18	29%	0	0%	0	0%	4	29%	0	0%	8	38%	0	0%	0	0%	0	0%
	11-15%	7	11%	0	0%	0	0%	2	14%	0	0%	1	5%	0	0%	0	0%	0	0%
	16-25%	8	13%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	more than 25%	7	11%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	40	63%	0	0%	0	0%	8	57%	0	0%	16	76%	0	0%	0	0%	0	0%
	neither	7	11%	0	0%	0	0%	1	7%	0	0%	2	10%	0	0%	0	0%	0	0%
	disagree/ strongly	16	25%	0	0%	0	0%	5	36%	0	0%	3	14%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	19	30%	0	0%	0	0%	10	71%	0	0%	6	29%	0	0%	0	0%	0	0%
	No	39	62%	0	0%	0	0%	3	21%	0	0%	15	71%	0	0%	0	0%	0	0%
Administer medications?	Yes	19	30%	0	0%	0	0%	10	71%	0	0%	6	29%	0	0%	0	0%	0	0%
	No	46	73%	0	0%	0	0%	14	100%	0	0%	14	67%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	14	22%	0	0%	0	0%	0	0%	0	0%	9	43%	0	0%	0	0%	0	0%
	No	6	10%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	17	27%	0	0%	0	0%	9	64%	0	0%	1	5%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	26	41%	0	0%	0	0%	2	14%	0	0%	12	57%	0	0%	0	0%	0	0%
	No	36	57%	0	0%	0	0%	12	86%	0	0%	8	38%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	21	33%	0	0%	0	0%	5	36%	0	0%	7	33%	0	0%	0	0%	0	0%
	No	39	62%	0	0%	0	0%	8	57%	0	0%	13	62%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	12	19%	0	0%	0	0%	0	0%	0	0%	12	57%	0	0%	0	0%	0	0%
	No	8	13%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
	not applicable	42	67%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	7	11%	0	0%	0	0%	0	0%	0	0%	7	33%	0	0%	0	0%	0	0%
	2-3 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	4-5 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	10%	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	50	79%	0	0%	0	0%	14	100%	0	0%	8	38%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	58	92%	0	0%	0	0%	12	86%	0	0%	20	95%	0	0%	0	0%	0	0%
	No	5	8%	0	0%	0	0%	2	14%	0	0%	1	5%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	28	44%	0	0%	0	0%	5	36%	0	0%	14	67%	0	0%	0	0%	0	0%
	No	34	54%	0	0%	0	0%	9	64%	0	0%	7	33%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	32	51%	0	0%	0	0%	5	36%	0	0%	15	71%	0	0%	0	0%	0	0%
	No	30	48%	0	0%	0	0%	9	64%	0	0%	6	29%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	14	22%	0	0%	0	0%	2	14%	0	0%	3	14%	0	0%	0	0%	0	0%
	No	48	76%	0	0%	0	0%	12	86%	0	0%	18	86%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	8	13%	0	0%	0	0%	3	21%	0	0%	1	5%	0	0%	0	0%	0	0%
	No	54	86%	0	0%	0	0%	11	79%	0	0%	20	95%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	50	79%	0	0%	0	0%	12	86%	0	0%	17	81%	0	0%	0	0%	0	0%
	neither	5	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	disagree/ strongly	6	10%	0	0%	0	0%	2	14%	0	0%	2	10%	0	0%	0	0%	0	0%

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