

**2011 KEA ESP Survey Results: Clinton Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		65		11		13		6		2		16		0		2		13	
<b>Demographics</b>																			
Job category	Clerical	11	17%																
	Custodial	13	20%																
	Food Services	6	9%																
	Inst. Assts.	16	25%																
	Health/Student Services	2	3%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	2	3%																
	Transportation	13	20%																
Work location	Elementary	28	43%	5	45%	5	38%	0	0%	0	0%	10	63%	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	14	22%	1	9%	4	31%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	District Wide	16	25%	4	36%	4	31%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	3	5%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	19	29%	3	27%	3	23%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	6-9 years	11	17%	2	18%	4	31%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	10-14 years	11	17%	0	0%	3	23%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	15-19 years	11	17%	4	36%	1	8%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	20-24 years	7	11%	2	18%	2	15%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	25 or more	5	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	11	17%	4	36%	1	8%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	2-5 years	7	11%	2	18%	2	15%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	6-9 years	5	8%	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	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	19	29%	3	27%	3	23%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	25 or more	11	17%	2	18%	4	31%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%

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Education level	HS or GED	30	46%	4	36%	10	77%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	tech/vocational	9	14%	1	9%	1	8%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	some college	13	20%	2	18%	2	15%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	associate's	6	9%	2	18%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	bachelor's	2	3%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	3	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	47	72%	9	82%	10	77%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	1	16	25%	1	9%	3	23%	0	0%	0	0%	5	31%	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%
Additional jobs outside district?	None	36	55%	7	64%	9	69%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	1	15	23%	2	18%	2	15%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	2	14	22%	2	18%	2	15%	0	0%	0	0%	4	25%	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	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	4	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	46	71%	10	91%	12	92%	0	0%	0	0%	13	81%	0	0%	0	0%	0	0%
	over 40 hours	13	20%	1	9%	1	8%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	30	46%	5	45%	7	54%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	No	30	46%	6	55%	5	38%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
Gender	Female	42	65%	10	91%	3	23%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	Male	22	34%	1	9%	9	69%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
Age	under 25	2	3%	0	0%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	5	8%	1	9%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	30-39	11	17%	1	9%	3	23%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	40-49	21	32%	4	36%	4	31%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	50-59	17	26%	4	36%	2	15%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	60-64	4	6%	0	0%	1	8%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	65 or older	5	8%	1	9%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	59	91%	11	100%	9	69%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	5	8%	0	0%	4	31%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	51	78%	10	91%	8	62%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	No	13	20%	1	9%	5	38%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	29	45%	6	55%	12	92%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	No	33	51%	5	45%	1	8%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	35	54%	5	45%	2	15%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
	1-10%	14	22%	3	27%	4	31%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	11-15%	4	6%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	3	5%	0	0%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	7	11%	0	0%	4	31%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	52	80%	9	82%	12	92%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	neither	8	12%	1	9%	1	8%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	disagree/ strongly	5	8%	1	9%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	13	20%	0	0%	4	31%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	42	65%	7	64%	8	62%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
Administer medications?	Yes	13	20%	0	0%	4	31%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	57	88%	11	100%	13	100%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	3	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	5	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	24	37%	2	18%	11	85%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	31	48%	9	82%	6	46%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	30	46%	1	9%	7	54%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	15	23%	4	36%	3	23%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	No	44	68%	6	55%	10	77%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	3	5%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	No	12	18%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	not applicable	49	75%	11	100%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	4-5 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	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	61	94%	11	100%	13	100%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	59	91%	10	91%	10	77%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	6	9%	1	9%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	34	52%	6	55%	6	46%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	No	22	34%	2	18%	5	38%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	33	51%	5	45%	2	15%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	No	24	37%	1	9%	11	85%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	11	17%	1	9%	1	8%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	52	80%	9	82%	12	92%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	6	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	57	88%	11	100%	12	92%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	52	80%	11	100%	9	69%	0	0%	0	0%	13	81%	0	0%	0	0%	0	0%
	neither	10	15%	0	0%	1	8%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	disagree/ strongly	2	3%	0	0%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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