

2011 KEA ESP Survey Results: Danville Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		85		13		7		13		2		36		2		2		9	
Demographics																			
Job category	Clerical	13	15%																
	Custodial	7	8%																
	Food Services	13	15%																
	Inst. Assts.	36	42%																
	Health/Student Services	2	2%																
	Skilled Trades	2	2%																
	Security Services	0	0%																
	Tech. Services	2	2%																
	Transportation	9	11%																
Work location	Elementary	42	49%	5	38%	0	0%	7	54%	0	0%	23	64%	0	0%	0	0%	0	0%
	Middle	13	15%	2	15%	0	0%	4	31%	0	0%	5	14%	0	0%	0	0%	0	0%
	High School	10	12%	2	15%	0	0%	0	0%	0	0%	6	17%	0	0%	0	0%	0	0%
	District Wide	10	12%	2	15%	0	0%	1	8%	0	0%	0	0%	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	8	9%	0	0%	0	0%	1	8%	0	0%	2	6%	0	0%	0	0%	0	0%
Years employed	1 year	2	2%	0	0%	0	0%	1	8%	0	0%	1	3%	0	0%	0	0%	0	0%
	2-5 years	12	14%	3	23%	0	0%	2	15%	0	0%	4	11%	0	0%	0	0%	0	0%
	6-9 years	16	19%	3	23%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	10-14 years	20	24%	1	8%	0	0%	5	38%	0	0%	8	22%	0	0%	0	0%	0	0%
	15-19 years	17	20%	4	31%	0	0%	2	15%	0	0%	8	22%	0	0%	0	0%	0	0%
	20-24 years	13	15%	2	15%	0	0%	3	23%	0	0%	5	14%	0	0%	0	0%	0	0%
	25 or more	5	6%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Years in district	1 year	17	20%	4	31%	0	0%	2	15%	0	0%	8	22%	0	0%	0	0%	0	0%
	2-5 years	13	15%	2	15%	0	0%	3	23%	0	0%	5	14%	0	0%	0	0%	0	0%
	6-9 years	5	6%	0	0%	0	0%	0	0%	0	0%	3	8%	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	7	8%	1	8%	0	0%	2	15%	0	0%	4	11%	0	0%	0	0%	0	0%
	20-24 years	14	16%	2	15%	0	0%	2	15%	0	0%	7	19%	0	0%	0	0%	0	0%
	25 or more	15	18%	3	23%	0	0%	1	8%	0	0%	5	14%	0	0%	0	0%	0	0%

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Education level	HS or GED	26	31%	1	8%	0	0%	8	62%	0	0%	10	28%	0	0%	0	0%	0	0%
	tech/vocational	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	some college	26	31%	5	38%	0	0%	5	38%	0	0%	10	28%	0	0%	0	0%	0	0%
	associate's	9	11%	5	38%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	bachelor's	8	9%	1	8%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	master's	10	12%	1	8%	0	0%	0	0%	0	0%	6	17%	0	0%	0	0%	0	0%
Additional jobs in district?	None	63	74%	10	77%	0	0%	10	77%	0	0%	31	86%	0	0%	0	0%	0	0%
	1	11	13%	1	8%	0	0%	3	23%	0	0%	4	11%	0	0%	0	0%	0	0%
	2	5	6%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	55	65%	11	85%	0	0%	5	38%	0	0%	26	72%	0	0%	0	0%	0	0%
	1	25	29%	2	15%	0	0%	6	46%	0	0%	9	25%	0	0%	0	0%	0	0%
	2	4	5%	0	0%	0	0%	2	15%	0	0%	1	3%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	2%	0	0%	0	0%	1	8%	0	0%	1	3%	0	0%	0	0%	0	0%
	11-20 hours	9	11%	2	15%	0	0%	2	15%	0	0%	4	11%	0	0%	0	0%	0	0%
	21-30 hours	15	18%	1	8%	0	0%	3	23%	0	0%	9	25%	0	0%	0	0%	0	0%
	31-40 hours	46	54%	8	62%	0	0%	5	38%	0	0%	18	50%	0	0%	0	0%	0	0%
	over 40 hours	13	15%	2	15%	0	0%	2	15%	0	0%	4	11%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	60	71%	9	69%	0	0%	9	69%	0	0%	30	83%	0	0%	0	0%	0	0%
	No	24	28%	4	31%	0	0%	4	31%	0	0%	5	14%	0	0%	0	0%	0	0%
Gender	Female	64	75%	13	100%	0	0%	13	100%	0	0%	31	86%	0	0%	0	0%	0	0%
	Male	20	24%	0	0%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	5	6%	2	15%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	30-39	7	8%	1	8%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	40-49	16	19%	2	15%	0	0%	3	23%	0	0%	4	11%	0	0%	0	0%	0	0%
	50-59	40	47%	7	54%	0	0%	5	38%	0	0%	20	56%	0	0%	0	0%	0	0%
	60-64	13	15%	1	8%	0	0%	5	38%	0	0%	4	11%	0	0%	0	0%	0	0%
	65 or older	4	5%	0	0%	0	0%	0	0%	0	0%	2	6%	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	
Racial group	American Indian	3	4%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	9	11%	1	8%	0	0%	1	8%	0	0%	4	11%	0	0%	0	0%	0	0%
	Caucasian	75	88%	12	92%	0	0%	11	85%	0	0%	33	92%	0	0%	0	0%	0	0%
	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	10	12%	0	0%	0	0%	2	15%	0	0%	5	14%	0	0%	0	0%	0	0%
	No	74	87%	13	100%	0	0%	11	85%	0	0%	31	86%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	7	8%	0	0%	0	0%	2	15%	0	0%	3	8%	0	0%	0	0%	0	0%
	neither	2	2%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	74	87%	13	100%	0	0%	11	85%	0	0%	31	86%	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	
Wages and Benefits																			
Required overtime?	Yes	11	13%	1	8%	0	0%	2	15%	0	0%	2	6%	0	0%	0	0%	0	0%
	No	74	87%	12	92%	0	0%	11	85%	0	0%	34	94%	0	0%	0	0%	0	0%
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	5	6%	0	0%	0	0%	1	8%	0	0%	2	6%	0	0%	0	0%	0	0%
	5-8 hours	1	1%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	4	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	74	87%	12	92%	0	0%	11	85%	0	0%	34	94%	0	0%	0	0%	0	0%
If so, compensated?	Yes	5	6%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	5	6%	0	0%	0	0%	1	8%	0	0%	2	6%	0	0%	0	0%	0	0%
	not applicable	74	87%	12	92%	0	0%	11	85%	0	0%	34	94%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	42	49%	6	46%	0	0%	11	85%	0	0%	13	36%	0	0%	0	0%	0	0%
	No	34	40%	6	46%	0	0%	2	15%	0	0%	19	53%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	16	19%	3	23%	0	0%	3	23%	0	0%	7	19%	0	0%	0	0%	0	0%
	1-10%	40	47%	7	54%	0	0%	4	31%	0	0%	17	47%	0	0%	0	0%	0	0%
	11-25%	16	19%	2	15%	0	0%	4	31%	0	0%	4	11%	0	0%	0	0%	0	0%
	26-50%	3	4%	0	0%	0	0%	1	8%	0	0%	2	6%	0	0%	0	0%	0	0%
	51-75%	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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	17	21%	3	25%	0	0%	1	8%	0	0%	10	28%	0	0%	0	0%	0	0%
	school district	47	57%	7	58%	0	0%	10	77%	0	0%	21	58%	0	0%	0	0%	0	0%
	college	21	26%	4	33%	0	0%	0	0%	0	0%	12	33%	0	0%	0	0%	0	0%
	KEA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	22	27%	2	17%	0	0%	4	31%	0	0%	8	22%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	31	36%	6	46%	0	0%	5	38%	0	0%	13	36%	0	0%	0	0%	0	0%
	outside school district	19	22%	4	31%	0	0%	1	8%	0	0%	7	19%	0	0%	0	0%	0	0%
	both	32	38%	2	15%	0	0%	7	54%	0	0%	16	44%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	52	61%	8	62%	0	0%	8	62%	0	0%	25	69%	0	0%	0	0%	0	0%
	No	26	31%	4	31%	0	0%	4	31%	0	0%	9	25%	0	0%	0	0%	0	0%
How many days?	0 days	26	31%	5	38%	0	0%	4	31%	0	0%	8	22%	0	0%	0	0%	0	0%
	1-4 days	45	53%	6	46%	0	0%	7	54%	0	0%	22	61%	0	0%	0	0%	0	0%
	5-8 days	7	8%	1	8%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	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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Job Performance																			
Regularly evaluated?	Yes	75	88%	10	77%	0	0%	12	92%	0	0%	31	86%	0	0%	0	0%	0	0%
	No	6	7%	2	15%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
How often?	once/month	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	once/quarter	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	every 6 months	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	once/year	76	89%	12	92%	0	0%	13	100%	0	0%	31	86%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	45	53%	7	54%	0	0%	9	69%	0	0%	17	47%	0	0%	0	0%	0	0%
	administrator	23	27%	5	38%	0	0%	1	8%	0	0%	12	33%	0	0%	0	0%	0	0%
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	12	14%	0	0%	0	0%	3	23%	0	0%	6	17%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	68	80%	10	77%	0	0%	12	92%	0	0%	29	81%	0	0%	0	0%	0	0%
	neither	11	13%	2	15%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	disagree/ strongly	3	4%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	84	99%	12	92%	0	0%	13	100%	0	0%	36	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	73	86%	9	69%	0	0%	13	100%	0	0%	31	86%	0	0%	0	0%	0	0%
	No	11	13%	3	23%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	46	54%	8	62%	0	0%	10	77%	0	0%	12	33%	0	0%	0	0%	0	0%
	No	37	44%	4	31%	0	0%	3	23%	0	0%	23	64%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	31	36%	2	15%	0	0%	2	15%	0	0%	22	61%	0	0%	0	0%	0	0%
	1-10%	28	33%	8	62%	0	0%	6	46%	0	0%	4	11%	0	0%	0	0%	0	0%
	11-15%	7	8%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	16-25%	5	6%	1	8%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	more than 25%	10	12%	1	8%	0	0%	3	23%	0	0%	4	11%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	65	76%	9	69%	0	0%	10	77%	0	0%	31	86%	0	0%	0	0%	0	0%
	neither	8	9%	1	8%	0	0%	2	15%	0	0%	3	8%	0	0%	0	0%	0	0%
	disagree/ strongly	10	12%	2	15%	0	0%	1	8%	0	0%	1	3%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	11	13%	1	8%	0	0%	3	23%	0	0%	3	8%	0	0%	0	0%	0	0%
	No	60	71%	10	77%	0	0%	6	46%	0	0%	27	75%	0	0%	0	0%	0	0%
Administer medications?	Yes	11	13%	1	8%	0	0%	3	23%	0	0%	3	8%	0	0%	0	0%	0	0%
	No	69	81%	5	38%	0	0%	12	92%	0	0%	31	86%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	10	12%	6	46%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	No	4	5%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	22	26%	0	0%	0	0%	6	46%	0	0%	7	19%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	52	61%	8	62%	0	0%	8	62%	0	0%	23	64%	0	0%	0	0%	0	0%
	No	27	32%	3	23%	0	0%	4	31%	0	0%	11	31%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	31	36%	2	15%	0	0%	4	31%	0	0%	15	42%	0	0%	0	0%	0	0%
	No	43	51%	10	77%	0	0%	9	69%	0	0%	14	39%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	8	9%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	No	25	29%	0	0%	0	0%	0	0%	0	0%	25	69%	0	0%	0	0%	0	0%
	not applicable	49	58%	13	100%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	4	5%	0	0%	0	0%	0	0%	0	0%	4	11%	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	2	2%	0	0%	0	0%	0	0%	0	0%	2	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	74	87%	13	100%	0	0%	13	100%	0	0%	25	69%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	79	93%	11	85%	0	0%	12	92%	0	0%	34	94%	0	0%	0	0%	0	0%
	No	5	6%	1	8%	0	0%	1	8%	0	0%	2	6%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	47	55%	7	54%	0	0%	7	54%	0	0%	21	58%	0	0%	0	0%	0	0%
	No	33	39%	5	38%	0	0%	4	31%	0	0%	14	39%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	45	53%	4	31%	0	0%	4	31%	0	0%	24	67%	0	0%	0	0%	0	0%
	No	34	40%	8	62%	0	0%	7	54%	0	0%	10	28%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	20	24%	1	8%	0	0%	3	23%	0	0%	8	22%	0	0%	0	0%	0	0%
	No	61	72%	11	85%	0	0%	8	62%	0	0%	28	78%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	6	7%	1	8%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	No	74	87%	11	85%	0	0%	12	92%	0	0%	30	83%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	76	89%	10	77%	0	0%	12	92%	0	0%	34	94%	0	0%	0	0%	0	0%
	neither	5	6%	1	8%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	4%	1	8%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%

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