

2011 KEA ESP Survey Results: Dawson Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		22		4		0		10		0		6		0		1		1	
Demographics																			
Job category	Clerical	4	18%																
	Custodial	0	0%																
	Food Services	10	45%																
	Inst. Assts.	6	27%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	5%																
	Transportation	1	5%																
Work location	Elementary	6	27%	0	0%	0	0%	1	10%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	2	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	3	14%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	6	27%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	1	5%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	5	23%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	6	27%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	1	5%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	7	32%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	2	9%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	7	32%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	2	9%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	0	0%	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	5%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	5	23%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	6	27%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%

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Education level	HS or GED	10	45%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	tech/vocational	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	8	36%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	associate's	4	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	19	86%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	2	9%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	1	5%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	19	86%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	3	14%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	5%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	5%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	4	18%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	14	64%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 40 hours	2	9%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	18	82%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	18%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
Gender	Female	20	91%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	Male	2	9%	0	0%	0	0%	2	20%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	5	23%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	40-49	6	27%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	50-59	8	36%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	60-64	2	9%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	1	5%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	22	100%	0	0%	0	0%	10	100%	0	0%	0	0%	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	20	91%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	2	9%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	14	64%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	8	36%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	6	27%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	5	23%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-15%	5	23%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	3	14%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	21	95%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	21	95%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Administer medications?	Yes	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	77%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	7	32%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	5	23%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	14	64%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	8	36%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	9	41%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	10	45%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	4	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	16	73%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	17	77%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	22	100%	0	0%	0	0%	10	100%	0	0%	0	0%	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%
District's student discipline policy consistently followed?	Yes	18	82%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	18%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	6	27%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	16	73%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	22	100%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
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	22	100%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	22	100%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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