

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		28		6		3		10		0		8		0		0		1	
<b>Demographics</b>																			
Job category	Clerical	6	21%																
	Custodial	3	11%																
	Food Services	10	36%																
	Inst. Assts.	8	29%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	1	4%																
Work location	Elementary	14	50%	0	0%	0	0%	4	40%	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	8	29%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	3	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	3	11%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	3	11%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	4	14%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	8	29%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	4	14%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	4	14%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	2	7%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	4	14%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	4	14%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	2	7%	0	0%	0	0%	1	10%	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	3	11%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	7	25%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
25 or more	4	14%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	

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

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	17	61%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	tech/vocational	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	4	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	associate's	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	1	4%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	17	61%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	4	14%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	2	7%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	17	61%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	10	36%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
	2	1	4%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	7%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	20	71%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 40 hours	5	18%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	16	57%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	11	39%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
Gender	Female	25	89%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	Male	3	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	40-49	10	36%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	0	0%	0	0%
	50-59	8	29%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	60-64	3	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

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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	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	27	100%	0	0%	0	0%	10	100%	0	0%	0	0%	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%
<b>Association Membership</b>																			
KEA member?	Yes	5	18%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	21	75%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	3	11%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	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	21	75%	0	0%	0	0%	6	60%	0	0%	0	0%	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	
<b>Wages and Benefits</b>																			
Required overtime?	Yes	3	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	25	89%	0	0%	0	0%	10	100%	0	0%	0	0%	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	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	25	89%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, compensated?	Yes	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	25	89%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	14	50%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	10	36%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	5	18%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	9	32%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-25%	9	32%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	26-50%	2	7%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	51-75%	2	7%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	
<b>Training and PD</b>																			
Where received initial training?	department	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	school district	21	78%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
	college	2	7%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	KEA	1	4%	0	0%	0	0%	1	10%	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	9	33%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	10	36%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	outside school district	3	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	both	15	54%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	17	61%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	9	32%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	6	21%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	12	43%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 days	6	21%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 days	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	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	
<b>Job Performance</b>																			
Regularly evaluated?	Yes	18	64%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	9	32%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How often?	once/month	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	3	11%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	14	50%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	17	61%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	administrator	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	3	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	17	61%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	8	29%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	11%	0	0%	0	0%	1	10%	0	0%	0	0%	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	
<b>Working Conditions</b>																			
Job description?	Yes	24	86%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	11%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	19	68%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	7	25%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	21	75%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	7	25%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	6	21%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	8	29%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-15%	5	18%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	5	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	1	4%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	18	64%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	4	14%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	6	21%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	20	71%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administer medications?	Yes	20	71%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	28	100%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	0	0%	0	0%	0	0%	0	0%	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%
	not applicable	15	54%	0	0%	0	0%	6	60%	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	16	57%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	11	39%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	10	36%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	16	57%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	7	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	20	71%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	1	4%	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	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week	4	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 10 times/week	0	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	21	75%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	27	96%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	16	57%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	11	39%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	11	39%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	61%	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	9	32%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	61%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	25	89%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	27	96%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	1	4%	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%

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