

2011 KEA ESP Survey Results: Fairview Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		35		7		5		6		2		8		0		1		6		
Demographics																				
Job category	Clerical	7	20%																	
	Custodial	5	14%																	
	Food Services	6	17%																	
	Inst. Assts.	8	23%																	
	Health/Student Services	2	6%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	1	3%																	
	Transportation	6	17%																	
Work location	Elementary	17	49%	0	0%	0	0%	0	0%	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	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	District Wide	8	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Other Dist. Site	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Combination	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years employed	1 year	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	2-5 years	10	29%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	6-9 years	5	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	10-14 years	9	26%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	15-19 years	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	20-24 years	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	25 or more	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years in district	1 year	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	2-5 years	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	6-9 years	4	11%	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	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	20-24 years	10	29%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
25 or more	6	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%		

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Education level	HS or GED	17	49%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	tech/vocational	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	8	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	associate's	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	6	17%	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	17	49%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	13	37%	0	0%	0	0%	0	0%	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%
Additional jobs outside district?	None	27	77%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	6	17%	0	0%	0	0%	0	0%	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	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	26	74%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 40 hours	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	24	69%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	11	31%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Gender	Female	29	83%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Male	6	17%	0	0%	0	0%	0	0%	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	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	40-49	13	37%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	50-59	12	34%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	60-64	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	31	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	28	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	16	46%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	49%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	19	54%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	11	31%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-15%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	1	3%	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	35	100%	0	0%	0	0%	0	0%	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%
Employ monitors for every bus?	Yes	12	34%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	20	57%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administer medications?	Yes	12	34%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	28	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	6	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	9	26%	0	0%	0	0%	0	0%	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	26	74%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	7	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	15	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	49%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	8	23%	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	27	77%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-3 times/week	1	3%	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	27	77%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	34	97%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	31	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	12	34%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	21	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	4	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	31	89%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	34	97%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	32	91%	0	0%	0	0%	0	0%	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	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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