

2011 KEA ESP Glasgow Survey Results: Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		53		8		0		8		3		29		0		1		4	
Demographics																			
Job category	Clerical	8	15%																
	Custodial	0	0%																
	Food Services	8	15%																
	Inst. Assts.	29	55%																
	Health/Student Services	3	6%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	4	8%																
Work location	Elementary	37	70%	4	50%	0	0%	0	0%	0	0%	22	76%	0	0%	0	0%	0	0%
	Middle	2	4%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	High School	4	8%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	District Wide	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	3	6%	2	25%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	Combination	3	6%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	4	8%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	2-5 years	9	17%	1	13%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	6-9 years	7	13%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	10-14 years	16	30%	2	25%	0	0%	0	0%	0	0%	11	38%	0	0%	0	0%	0	0%
	15-19 years	7	13%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	20-24 years	6	11%	3	38%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	25 or more	3	6%	2	25%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Years in district	1 year	7	13%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	2-5 years	6	11%	3	38%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	6-9 years	3	6%	2	25%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	15-19 years	4	8%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	20-24 years	9	17%	1	13%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	25 or more	8	15%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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

2011 KEA ESP Glasgow Survey Results: Independent

		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	23	43%	5	63%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
	tech/vocational	3	6%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	some college	14	26%	2	25%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
	associate's	3	6%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	bachelor's	7	13%	1	13%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	38	72%	7	88%	0	0%	0	0%	0	0%	20	69%	0	0%	0	0%	0	0%
	1	9	17%	1	13%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
	2	4	8%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	37	70%	7	88%	0	0%	0	0%	0	0%	19	66%	0	0%	0	0%	0	0%
	1	12	23%	1	13%	0	0%	0	0%	0	0%	7	24%	0	0%	0	0%	0	0%
	2	3	6%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	5	9%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	21-30 hours	4	8%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	33	62%	5	63%	0	0%	0	0%	0	0%	23	79%	0	0%	0	0%	0	0%
	over 40 hours	9	17%	2	25%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	39	74%	7	88%	0	0%	0	0%	0	0%	19	66%	0	0%	0	0%	0	0%
	No	13	25%	1	13%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
Gender	Female	49	92%	8	100%	0	0%	0	0%	0	0%	29	100%	0	0%	0	0%	0	0%
	Male	3	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	25-29	2	4%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	30-39	6	11%	1	13%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	40-49	13	25%	2	25%	0	0%	0	0%	0	0%	8	28%	0	0%	0	0%	0	0%
	50-59	22	42%	3	38%	0	0%	0	0%	0	0%	13	45%	0	0%	0	0%	0	0%
	60-64	5	9%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	65 or older	4	8%	2	25%	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.

2011 KEA ESP Glasgow Survey Results: Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Working Conditions																			
Job description?	Yes	53	100%	8	100%	0	0%	0	0%	0	0%	29	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	36	68%	5	63%	0	0%	0	0%	0	0%	19	66%	0	0%	0	0%	0	0%
	No	17	32%	3	38%	0	0%	0	0%	0	0%	10	34%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	35	66%	5	63%	0	0%	0	0%	0	0%	18	62%	0	0%	0	0%	0	0%
	No	18	34%	3	38%	0	0%	0	0%	0	0%	11	38%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	12	23%	2	25%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
	1-10%	21	40%	5	63%	0	0%	0	0%	0	0%	12	41%	0	0%	0	0%	0	0%
	11-15%	7	13%	0	0%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
	16-25%	7	13%	1	13%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	more than 25%	5	9%	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	48	91%	8	100%	0	0%	0	0%	0	0%	24	83%	0	0%	0	0%	0	0%
	neither	3	6%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	disagree/ strongly	2	4%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	22	42%	5	63%	0	0%	0	0%	0	0%	12	41%	0	0%	0	0%	0	0%
	No	28	53%	3	38%	0	0%	0	0%	0	0%	15	52%	0	0%	0	0%	0	0%
Administer medications?	Yes	22	42%	5	63%	0	0%	0	0%	0	0%	12	41%	0	0%	0	0%	0	0%
	No	42	79%	3	38%	0	0%	0	0%	0	0%	25	86%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	10	19%	5	63%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	4	8%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	29	55%	5	63%	0	0%	0	0%	0	0%	14	48%	0	0%	0	0%	0	0%
	No	24	45%	3	38%	0	0%	0	0%	0	0%	15	52%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	17	32%	4	50%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
	No	34	64%	4	50%	0	0%	0	0%	0	0%	19	66%	0	0%	0	0%	0	0%

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

2011 KEA ESP Glasgow Survey Results: Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Instructional Assistants expected to cover classes?	Yes	15	28%	0	0%	0	0%	0	0%	0	0%	15	52%	0	0%	0	0%	0	0%
	No	14	26%	0	0%	0	0%	0	0%	0	0%	14	48%	0	0%	0	0%	0	0%
	not applicable	24	45%	8	100%	0	0%	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	3%	0	0%	0	0%	0	0%
	2-3 times/week	7	13%	0	0%	0	0%	0	0%	0	0%	7	24%	0	0%	0	0%	0	0%
	4-5 times/week	3	6%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	6-10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	not applicable	38	72%	8	100%	0	0%	0	0%	0	0%	14	48%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	51	96%	7	88%	0	0%	0	0%	0	0%	28	97%	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	39	74%	7	88%	0	0%	0	0%	0	0%	21	72%	0	0%	0	0%	0	0%
	No	9	17%	0	0%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	26	49%	2	25%	0	0%	0	0%	0	0%	17	59%	0	0%	0	0%	0	0%
	No	24	45%	4	50%	0	0%	0	0%	0	0%	11	38%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	9	17%	1	13%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	No	40	75%	6	75%	0	0%	0	0%	0	0%	24	83%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	46	87%	7	88%	0	0%	0	0%	0	0%	27	93%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	44	83%	7	88%	0	0%	0	0%	0	0%	24	83%	0	0%	0	0%	0	0%
	neither	3	6%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	disagree/ strongly	4	8%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%

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