

2011 KEA ESP Survey Results: Grant County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		85		9		10		4		7		26		0		2		25		
Demographics																				
Job category	Clerical	9	11%																	
	Custodial	10	12%																	
	Food Services	4	5%																	
	Inst. Assts.	26	31%																	
	Health/Student Services	7	8%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	2	2%																	
	Transportation	25	29%																	
Work location	Elementary	34	40%	0	0%	3	30%	0	0%	0	0%	16	62%	0	0%	0	0%	2	8%	
	Middle	10	12%	0	0%	1	10%	0	0%	0	0%	4	15%	0	0%	0	0%	1	4%	
	High School	16	19%	0	0%	5	50%	0	0%	0	0%	5	19%	0	0%	0	0%	2	8%	
	District Wide	6	7%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	3	12%	
	Other Dist. Site	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	8%	
	Combination	15	18%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	13	52%	
Years employed	1 year	2	2%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	
	2-5 years	32	38%	0	0%	4	40%	0	0%	0	0%	7	27%	0	0%	0	0%	14	56%	
	6-9 years	15	18%	0	0%	3	30%	0	0%	0	0%	5	19%	0	0%	0	0%	6	24%	
	10-14 years	15	18%	0	0%	2	20%	0	0%	0	0%	3	12%	0	0%	0	0%	2	8%	
	15-19 years	8	9%	0	0%	0	0%	0	0%	0	0%	5	19%	0	0%	0	0%	0	0%	
	20-24 years	9	11%	0	0%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	2	8%	
	25 or more	3	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	
Years in district	1 year	8	9%	0	0%	0	0%	0	0%	0	0%	5	19%	0	0%	0	0%	0	0%	
	2-5 years	9	11%	0	0%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	2	8%	
	6-9 years	3	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	15-19 years	3	4%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	
	20-24 years	35	41%	0	0%	4	40%	0	0%	0	0%	9	35%	0	0%	0	0%	14	56%	
25 or more	16	19%	0	0%	3	30%	0	0%	0	0%	6	23%	0	0%	0	0%	6	24%		

*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	
Education level	HS or GED	39	46%	0	0%	5	50%	0	0%	0	0%	16	62%	0	0%	0	0%	9	36%
	tech/vocational	6	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	12%
	some college	22	26%	0	0%	5	50%	0	0%	0	0%	5	19%	0	0%	0	0%	7	28%
	associate's	11	13%	0	0%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	5	20%
	bachelor's	4	5%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	4%
	master's	1	1%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Additional jobs in district?	None	59	69%	0	0%	6	60%	0	0%	0	0%	22	85%	0	0%	0	0%	11	44%
	1	11	13%	0	0%	2	20%	0	0%	0	0%	2	8%	0	0%	0	0%	5	20%
	2	5	6%	0	0%	2	20%	0	0%	0	0%	1	4%	0	0%	0	0%	2	8%
Additional jobs outside district?	None	57	67%	0	0%	8	80%	0	0%	0	0%	21	81%	0	0%	0	0%	10	40%
	1	20	24%	0	0%	1	10%	0	0%	0	0%	5	19%	0	0%	0	0%	10	40%
	2	6	7%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	4	16%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	11-20 hours	4	5%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	3	12%
	21-30 hours	14	16%	0	0%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	9	36%
	31-40 hours	53	62%	0	0%	9	90%	0	0%	0	0%	20	77%	0	0%	0	0%	8	32%
	over 40 hours	13	15%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	5	20%
Earn more than half household income?	Yes	58	68%	0	0%	4	40%	0	0%	0	0%	19	73%	0	0%	0	0%	18	72%
	No	23	27%	0	0%	4	40%	0	0%	0	0%	7	27%	0	0%	0	0%	6	24%
Gender	Female	63	74%	0	0%	5	50%	0	0%	0	0%	25	96%	0	0%	0	0%	13	52%
	Male	18	21%	0	0%	4	40%	0	0%	0	0%	1	4%	0	0%	0	0%	10	40%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	3	4%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
	30-39	13	15%	0	0%	1	10%	0	0%	0	0%	3	12%	0	0%	0	0%	5	20%
	40-49	27	32%	0	0%	2	20%	0	0%	0	0%	11	42%	0	0%	0	0%	4	16%
	50-59	29	34%	0	0%	3	30%	0	0%	0	0%	9	35%	0	0%	0	0%	10	40%
	60-64	9	11%	0	0%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	4	16%
	65 or older	3	4%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%

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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	1	1%	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	83	99%	0	0%	9	100%	0	0%	0	0%	25	96%	0	0%	0	0%	25	100%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	1	1%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Association Membership																			
KEA member?	Yes	21	25%	0	0%	4	40%	0	0%	0	0%	4	15%	0	0%	0	0%	10	40%
	No	62	73%	0	0%	5	50%	0	0%	0	0%	22	85%	0	0%	0	0%	15	60%
Satisfied with KEA?	satisfied/very	11	13%	0	0%	1	10%	0	0%	0	0%	2	8%	0	0%	0	0%	6	24%
	neither	4	5%	0	0%	1	10%	0	0%	0	0%	1	4%	0	0%	0	0%	1	4%
	unsatisfied/ very	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	12%
	not applicable	62	73%	0	0%	5	50%	0	0%	0	0%	22	85%	0	0%	0	0%	15	60%

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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	6	7%	0	0%	2	20%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	79	93%	0	0%	8	80%	0	0%	0	0%	25	96%	0	0%	0	0%	25	100%
If so, how many hours?	0 hours	2	2%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	2	2%	0	0%	1	10%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	5-8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	79	93%	0	0%	8	80%	0	0%	0	0%	25	96%	0	0%	0	0%	25	100%
If so, compensated?	Yes	3	4%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	79	93%	0	0%	8	80%	0	0%	0	0%	25	96%	0	0%	0	0%	25	100%
Benefits a main factor in employment?	Yes	41	48%	0	0%	10	100%	0	0%	0	0%	10	38%	0	0%	0	0%	13	52%
	No	32	38%	0	0%	0	0%	0	0%	0	0%	13	50%	0	0%	0	0%	5	20%
% salary going toward health insurance	0%	18	21%	0	0%	0	0%	0	0%	0	0%	8	31%	0	0%	0	0%	3	12%
	1-10%	24	28%	0	0%	3	30%	0	0%	0	0%	5	19%	0	0%	0	0%	9	36%
	11-25%	21	25%	0	0%	3	30%	0	0%	0	0%	5	19%	0	0%	0	0%	5	20%
	26-50%	8	9%	0	0%	1	10%	0	0%	0	0%	3	12%	0	0%	0	0%	4	16%
	51-75%	4	5%	0	0%	1	10%	0	0%	0	0%	1	4%	0	0%	0	0%	2	8%
	over 75%	1	1%	0	0%	1	10%	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	
Training and PD																			
Where received initial training?	department	24	29%	0	0%	2	22%	0	0%	0	0%	12	46%	0	0%	0	0%	4	17%
	school district	58	70%	0	0%	6	67%	0	0%	0	0%	19	73%	0	0%	0	0%	21	88%
	college	5	6%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	KEA	3	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	NEA	1	1%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	other professional organization	13	16%	0	0%	2	22%	0	0%	0	0%	1	4%	0	0%	0	0%	3	13%
From inside district, outside or both?	within school district	56	66%	0	0%	7	70%	0	0%	0	0%	17	65%	0	0%	0	0%	20	80%
	outside school district	9	11%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	3	12%
	both	18	21%	0	0%	2	20%	0	0%	0	0%	7	27%	0	0%	0	0%	1	4%
Do you receive ongoing PD from District?	Yes	48	56%	0	0%	3	30%	0	0%	0	0%	14	54%	0	0%	0	0%	19	76%
	No	35	41%	0	0%	6	60%	0	0%	0	0%	12	46%	0	0%	0	0%	5	20%
How many days?	0 days	32	38%	0	0%	6	60%	0	0%	0	0%	11	42%	0	0%	0	0%	4	16%
	1-4 days	40	47%	0	0%	3	30%	0	0%	0	0%	14	54%	0	0%	0	0%	14	56%
	5-8 days	5	6%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	3	12%
	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%	0	0%	10	100%	0	0%	0	0%	21	81%	0	0%	0	0%	22	88%	
	No	9	11%	0	0%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	3	12%	
How often?	once/month	2	2%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	
	once/quarter	4	5%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	1	4%	
	every 6 months	6	7%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	3	12%	
	once/year	72	85%	0	0%	8	80%	0	0%	0	0%	24	92%	0	0%	0	0%	20	80%	
Who evaluates?	supervisor	30	35%	0	0%	8	80%	0	0%	0	0%	8	31%	0	0%	0	0%	5	20%	
	administrator	25	29%	0	0%	0	0%	0	0%	0	0%	16	62%	0	0%	0	0%	1	4%	
	colleagues	4	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	16%	
	combination of people	22	26%	0	0%	2	20%	0	0%	0	0%	2	8%	0	0%	0	0%	12	48%	
My supervisor helps me be effective in my job.	agree/strongly	43	51%	0	0%	7	70%	0	0%	0	0%	13	50%	0	0%	0	0%	8	32%	
	neither	25	29%	0	0%	2	20%	0	0%	0	0%	9	35%	0	0%	0	0%	8	32%	
	disagree/ strongly	15	18%	0	0%	1	10%	0	0%	0	0%	3	12%	0	0%	0	0%	8	32%	

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Working Conditions																			
Job description?	Yes	72	85%	0	0%	10	100%	0	0%	0	0%	16	62%	0	0%	0	0%	24	96%
	No	12	14%	0	0%	0	0%	0	0%	0	0%	10	38%	0	0%	0	0%	0	0%
Is it accurate?	Yes	46	54%	0	0%	5	50%	0	0%	0	0%	7	27%	0	0%	0	0%	19	76%
	No	36	42%	0	0%	5	50%	0	0%	0	0%	16	62%	0	0%	0	0%	6	24%
Duties beyond primary ones?	Yes	56	66%	0	0%	8	80%	0	0%	0	0%	20	77%	0	0%	0	0%	14	56%
	No	27	32%	0	0%	2	20%	0	0%	0	0%	4	15%	0	0%	0	0%	11	44%
% beyond primary responsibilities	0%	23	27%	0	0%	3	30%	0	0%	0	0%	5	19%	0	0%	0	0%	7	28%
	1-10%	29	34%	0	0%	2	20%	0	0%	0	0%	8	31%	0	0%	0	0%	10	40%
	11-15%	9	11%	0	0%	1	10%	0	0%	0	0%	4	15%	0	0%	0	0%	2	8%
	16-25%	4	5%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	2	8%
	more than 25%	15	18%	0	0%	2	20%	0	0%	0	0%	7	27%	0	0%	0	0%	2	8%
Have adequate tools to do your job?	agree/strongly	50	59%	0	0%	7	70%	0	0%	0	0%	11	42%	0	0%	0	0%	17	68%
	neither	18	21%	0	0%	1	10%	0	0%	0	0%	7	27%	0	0%	0	0%	4	16%
	disagree/ strongly	16	19%	0	0%	2	20%	0	0%	0	0%	8	31%	0	0%	0	0%	3	12%
Employ monitors for every bus?	Yes	3	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	No	78	92%	0	0%	9	90%	0	0%	0	0%	24	92%	0	0%	0	0%	23	92%
Administer medications?	Yes	3	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	No	56	66%	0	0%	9	90%	0	0%	0	0%	22	85%	0	0%	0	0%	11	44%
If so, properly trained?	Yes	22	26%	0	0%	1	10%	0	0%	0	0%	3	12%	0	0%	0	0%	8	32%
	No	6	7%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	5	20%
	not applicable	20	24%	0	0%	1	10%	0	0%	0	0%	9	35%	0	0%	0	0%	4	16%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	34	40%	0	0%	2	20%	0	0%	0	0%	9	35%	0	0%	0	0%	8	32%
	No	47	55%	0	0%	7	70%	0	0%	0	0%	16	62%	0	0%	0	0%	15	60%
Seniority recognized for awarding job positions?	Yes	27	32%	0	0%	1	10%	0	0%	0	0%	13	50%	0	0%	0	0%	7	28%
	No	51	60%	0	0%	8	80%	0	0%	0	0%	11	42%	0	0%	0	0%	17	68%

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Instructional Assistants expected to cover classes?	Yes	21	25%	0	0%	0	0%	0	0%	0	0%	21	81%	0	0%	0	0%	0	0%
	No	4	5%	0	0%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	0	0%
	not applicable	59	69%	0	0%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%	25	100%
If so, how often?	once/week	8	9%	0	0%	0	0%	0	0%	0	0%	8	31%	0	0%	0	0%	0	0%
	2-3 times/week	6	7%	0	0%	0	0%	0	0%	0	0%	6	23%	0	0%	0	0%	0	0%
	4-5 times/week	3	4%	0	0%	0	0%	0	0%	0	0%	3	12%	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	2	0%	0	0%	0	0%	0	0%	0	0%	2	0%	0	0%	0	0%	0	0%
	not applicable	63	74%	0	0%	10	100%	0	0%	0	0%	4	15%	0	0%	0	0%	25	100%
Work Environment																			
Work in a safe environment?	Yes	76	89%	0	0%	9	90%	0	0%	0	0%	25	96%	0	0%	0	0%	20	80%
	No	6	7%	0	0%	1	10%	0	0%	0	0%	1	4%	0	0%	0	0%	2	8%
District's student discipline policy consistently followed?	Yes	36	42%	0	0%	5	50%	0	0%	0	0%	13	50%	0	0%	0	0%	2	8%
	No	47	55%	0	0%	5	50%	0	0%	0	0%	12	46%	0	0%	0	0%	23	92%
Trained on student discipline policies and processes?	Yes	40	47%	0	0%	1	10%	0	0%	0	0%	13	50%	0	0%	0	0%	17	68%
	No	41	48%	0	0%	9	90%	0	0%	0	0%	12	46%	0	0%	0	0%	7	28%
Peer to peer bullying or harassment an issue?	Yes	25	29%	0	0%	5	50%	0	0%	0	0%	6	23%	0	0%	0	0%	7	28%
	No	54	64%	0	0%	5	50%	0	0%	0	0%	19	73%	0	0%	0	0%	15	60%
Bullying or harassment by supervisor an issue?	Yes	7	8%	0	0%	0	0%	0	0%	0	0%	3	12%	0	0%	0	0%	1	4%
	No	74	87%	0	0%	10	100%	0	0%	0	0%	21	81%	0	0%	0	0%	22	88%
Enjoy working in this school district?	agree/strongly	59	69%	0	0%	6	60%	0	0%	0	0%	19	73%	0	0%	0	0%	16	64%
	neither	16	19%	0	0%	3	30%	0	0%	0	0%	3	12%	0	0%	0	0%	5	20%
	disagree/ strongly	10	12%	0	0%	1	10%	0	0%	0	0%	4	15%	0	0%	0	0%	4	16%

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