

2011 KEA ESP Survey Results: Grayson Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		55		8		1		5		6		23		0		1		11	
Demographics																			
Job category	Clerical	8	15%																
	Custodial	1	2%																
	Food Services	5	9%																
	Inst. Assts.	23	42%																
	Health/Student Services	6	11%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	11	20%																
Work location	Elementary	35	64%	0	0%	0	0%	0	0%	0	0%	19	83%	0	0%	0	0%	4	36%
	Middle	11	20%	0	0%	0	0%	0	0%	0	0%	4	17%	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	4	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	27%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	5	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	36%
Years employed	1 year	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	2-5 years	9	16%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	4	36%
	6-9 years	9	16%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	2	18%
	10-14 years	14	25%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	3	27%
	15-19 years	4	7%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	20-24 years	11	20%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	1	9%
	25 or more	6	11%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	9%
Years in district	1 year	4	7%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	2-5 years	11	20%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	1	9%
	6-9 years	6	11%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	9%
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	15-19 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	20-24 years	11	20%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	4	36%
	25 or more	10	18%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	2	18%

*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	26	47%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	5	45%
	tech/vocational	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	some college	19	35%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	4	36%
	associate's	4	7%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	bachelor's	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Additional jobs in district?	None	44	80%	0	0%	0	0%	0	0%	0	0%	18	78%	0	0%	0	0%	9	82%
	1	8	15%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	2	18%
	2	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	42	76%	0	0%	0	0%	0	0%	0	0%	19	83%	0	0%	0	0%	6	55%
	1	11	20%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	4	36%
	2	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	9%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	9%
	21-30 hours	9	16%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	82%
	31-40 hours	41	75%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	1	9%
	over 40 hours	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	39	71%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	3	27%
	No	14	25%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	6	55%
Gender	Female	48	87%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	7	64%
	Male	5	9%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	3	27%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	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	7	13%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	40-49	17	31%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	3	27%
	50-59	20	36%	0	0%	0	0%	0	0%	0	0%	10	43%	0	0%	0	0%	4	36%
	60-64	8	15%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	3	27%
	65 or older	2	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%	0	0%	
	Asian	0	0%	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%	0	0%	
	Caucasian	54	100%	0	0%	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	0	0%	11	100%	
	Hawaiian/ Pacific Islander	0	0%	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%	0	0%	0
Association Membership																						
KEA member?	Yes	8	15%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%	1	9%	
	No	45	82%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	0	0%	10	91%	
Satisfied with KEA?	satisfied/very	3	5%	0	0%	0	0%	0	0%	0	0%	3	13%	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%	0	0%	
	unsatisfied/ very	3	5%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	
	not applicable	45	82%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	0	0%	10	91%	

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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	12	22%	0	0%	0	0%	0	0%	0	0%	10	43%	0	0%	0	0%	0	0%
	No	42	76%	0	0%	0	0%	0	0%	0	0%	12	52%	0	0%	0	0%	11	100%
If so, how many hours?	0 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	8	15%	0	0%	0	0%	0	0%	0	0%	7	30%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	42	76%	0	0%	0	0%	0	0%	0	0%	12	52%	0	0%	0	0%	11	100%
If so, compensated?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	9	16%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	0	0%
	not applicable	42	76%	0	0%	0	0%	0	0%	0	0%	12	52%	0	0%	0	0%	11	100%
Benefits a main factor in employment?	Yes	28	51%	0	0%	0	0%	0	0%	0	0%	10	43%	0	0%	0	0%	7	64%
	No	15	27%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	2	18%
% salary going toward health insurance	0%	12	22%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	2	18%
	1-10%	18	33%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	4	36%
	11-25%	6	11%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	0	0%
	26-50%	7	13%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	1	9%
	51-75%	8	15%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	2	18%
	over 75%	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	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	
Training and PD																			
Where received initial training?	department	14	26%	0	0%	0	0%	0	0%	0	0%	10	43%	0	0%	0	0%	0	0%
	school district	36	67%	0	0%	0	0%	0	0%	0	0%	15	65%	0	0%	0	0%	9	82%
	college	8	15%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	0	0%
	KEA	0	0%	0	0%	0	0%	0	0%	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	7	13%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	2	18%
From inside district, outside or both?	within school district	33	60%	0	0%	0	0%	0	0%	0	0%	16	70%	0	0%	0	0%	9	82%
	outside school district	6	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	both	14	25%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	2	18%
Do you receive ongoing PD from District?	Yes	51	93%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	11	100%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	41	75%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	7	64%
	5-8 days	7	13%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	2	18%
	more than 8 days	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	18%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Job Performance																			
Regularly evaluated?	Yes	48	87%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	9	82%
	No	6	11%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	2	18%
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	every 6 months	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	once/year	49	89%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	8	73%
Who evaluates?	supervisor	27	49%	0	0%	0	0%	0	0%	0	0%	11	48%	0	0%	0	0%	7	64%
	administrator	17	31%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	1	9%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	8	15%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	2	18%
My supervisor helps me be effective in my job.	agree/strongly	42	76%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	9	82%
	neither	6	11%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	1	9%
	disagree/ strongly	4	7%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	50	91%	0	0%	0	0%	0	0%	0	0%	20	87%	0	0%	0	0%	10	91%
	No	5	9%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	1	9%
Is it accurate?	Yes	42	76%	0	0%	0	0%	0	0%	0	0%	14	61%	0	0%	0	0%	10	91%
	No	13	24%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	1	9%
Duties beyond primary ones?	Yes	33	60%	0	0%	0	0%	0	0%	0	0%	16	70%	0	0%	0	0%	4	36%
	No	21	38%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	7	64%
% beyond primary responsibilities	0%	19	35%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	5	45%
	1-10%	22	40%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	4	36%
	11-15%	3	5%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	9%
	16-25%	3	5%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	more than 25%	5	9%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	50	91%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	11	100%
	neither	4	7%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	disagree/ strongly	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	7	13%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	0	0%
	No	46	84%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	11	100%
Administer medications?	Yes	7	13%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	0	0%
	No	48	87%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	10	91%
If so, properly trained?	Yes	7	13%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	11	20%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	1	9%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	38	69%	0	0%	0	0%	0	0%	0	0%	16	70%	0	0%	0	0%	8	73%
	No	13	24%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	1	9%
Seniority recognized for awarding job positions?	Yes	27	49%	0	0%	0	0%	0	0%	0	0%	13	57%	0	0%	0	0%	7	64%
	No	25	45%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	4	36%

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Instructional Assistants expected to cover classes?	Yes	14	25%	0	0%	0	0%	0	0%	0	0%	14	61%	0	0%	0	0%	0	0%
	No	8	15%	0	0%	0	0%	0	0%	0	0%	8	35%	0	0%	0	0%	0	0%
	not applicable	32	58%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	100%
If so, how often?	once/week	3	5%	0	0%	0	0%	0	0%	0	0%	3	13%	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	4	7%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	6-10 times/week	5	9%	0	0%	0	0%	0	0%	0	0%	5	22%	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	40	73%	0	0%	0	0%	0	0%	0	0%	8	35%	0	0%	0	0%	11	100%
Work Environment																			
Work in a safe environment?	Yes	54	98%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	11	100%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	36	65%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	7	64%
	No	16	29%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	4	36%
Trained on student discipline policies and processes?	Yes	32	58%	0	0%	0	0%	0	0%	0	0%	15	65%	0	0%	0	0%	9	82%
	No	20	36%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	2	18%
Peer to peer bullying or harassment an issue?	Yes	9	16%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	3	27%
	No	45	82%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	8	73%
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	55	100%	0	0%	0	0%	0	0%	0	0%	23	100%	0	0%	0	0%	11	100%
Enjoy working in this school district?	agree/strongly	53	96%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	11	100%
	neither	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%

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