

2011 KEA ESP Survey Results: Harlan Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		12		1		0		1		0		10		0		0		0	
Demographics																			
Job category	Clerical	1	8%																
	Custodial	0	0%																
	Food Services	1	8%																
	Inst. Assts.	10	83%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	5	42%	0	0%	0	0%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%
	Combination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	2-5 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	10-14 years	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	15-19 years	4	33%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	20-24 years	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Years in district	1 year	4	33%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	2-5 years	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	10-14 years	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	15-19 years	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	20-24 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%

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

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Education level	HS or GED	3	25%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	tech/vocational	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	6	50%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
	associate's	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	bachelor's	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	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	7	58%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
	1	4	33%	0	0%	0	0%	0	0%	0	0%	4	40%	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	10	83%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
	1	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	3	25%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	31-40 hours	9	75%	0	0%	0	0%	0	0%	0	0%	7	70%	0	0%	0	0%	0	0%
	over 40 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	9	75%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
	No	2	17%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Gender	Female	12	100%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
	Male	0	0%	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	5	42%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
	40-49	5	42%	0	0%	0	0%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%
	50-59	2	17%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	60-64	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	0	0%	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	12	100%	0	0%	0	0%	0	0%	0	0%	10	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	11	92%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
	No	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	3	25%	0	0%	0	0%	0	0%	0	0%	3	30%	0	0%	0	0%	0	0%
	No	8	67%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	7	58%	0	0%	0	0%	0	0%	0	0%	5	50%	0	0%	0	0%	0	0%
	1-10%	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	11-15%	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
	16-25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	0	0%	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	11	92%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
	neither	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	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	5	42%	0	0%	0	0%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%
	No	7	58%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
Administer medications?	Yes	5	42%	0	0%	0	0%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%
	No	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	10	83%	0	0%	0	0%	0	0%	0	0%	8	80%	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	0	0%	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	10	83%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
	No	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	7	58%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
	No	4	33%	0	0%	0	0%	0	0%	0	0%	4	40%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	2	17%	0	0%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%
	No	6	50%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
	not applicable	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	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	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	8	67%	0	0%	0	0%	0	0%	0	0%	6	60%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	12	100%	0	0%	0	0%	0	0%	0	0%	10	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%
District's student discipline policy consistently followed?	Yes	10	83%	0	0%	0	0%	0	0%	0	0%	8	80%	0	0%	0	0%	0	0%
	No	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	11	92%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
	No	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	11	92%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	11	92%	0	0%	0	0%	0	0%	0	0%	10	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	11	92%	0	0%	0	0%	0	0%	0	0%	9	90%	0	0%	0	0%	0	0%
	neither	1	8%	0	0%	0	0%	0	0%	0	0%	1	10%	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%

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