

**2011 KEA ESP Survey Results: Harrison County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		122		17		5		20		8		23		1		2		44	
<b>Demographics</b>																			
Job category	Clerical	17	14%																
	Custodial	5	4%																
	Food Services	20	16%																
	Inst. Assts.	23	19%																
	Health/Student Services	8	7%																
	Skilled Trades	1	1%																
	Security Services	1	1%																
	Tech. Services	2	2%																
	Transportation	44	36%																
Work location	Elementary	26	21%	4	24%	0	0%	4	20%	0	0%	13	57%	0	0%	0	0%	2	5%
	Middle	14	11%	3	18%	0	0%	7	35%	0	0%	3	13%	0	0%	0	0%	0	0%
	High School	20	16%	4	24%	0	0%	7	35%	0	0%	7	30%	0	0%	0	0%	0	0%
	District Wide	21	17%	3	18%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	11	25%
	Other Dist. Site	9	7%	3	18%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	1	2%
	Combination	24	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	23	52%
Years employed	1 year	4	3%	2	12%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	1	2%
	2-5 years	24	20%	1	6%	0	0%	6	30%	0	0%	6	26%	0	0%	0	0%	8	18%
	6-9 years	25	20%	4	24%	0	0%	3	15%	0	0%	8	35%	0	0%	0	0%	8	18%
	10-14 years	32	26%	2	12%	0	0%	6	30%	0	0%	4	17%	0	0%	0	0%	15	34%
	15-19 years	20	16%	3	18%	0	0%	3	15%	0	0%	5	22%	0	0%	0	0%	5	11%
	20-24 years	10	8%	3	18%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	4	9%
	25 or more	7	6%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	7%
Years in district	1 year	20	16%	3	18%	0	0%	3	15%	0	0%	5	22%	0	0%	0	0%	5	11%
	2-5 years	10	8%	3	18%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	4	9%
	6-9 years	7	6%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	7%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	4	3%	2	12%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	1	2%
	20-24 years	28	23%	1	6%	0	0%	6	30%	0	0%	8	35%	0	0%	0	0%	9	20%
	25 or more	25	20%	4	24%	0	0%	4	20%	0	0%	8	35%	0	0%	0	0%	8	18%

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Education level	HS or GED	59	48%	8	47%	0	0%	15	75%	0	0%	4	17%	0	0%	0	0%	28	64%
	tech/vocational	6	5%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	11%
	some college	26	21%	3	18%	0	0%	3	15%	0	0%	13	57%	0	0%	0	0%	6	14%
	associate's	8	7%	3	18%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	2%
	bachelor's	15	12%	1	6%	0	0%	2	10%	0	0%	2	9%	0	0%	0	0%	2	5%
	master's	4	3%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	2%
Additional jobs in district?	None	92	75%	11	65%	0	0%	18	90%	0	0%	16	70%	0	0%	0	0%	35	80%
	1	19	16%	4	24%	0	0%	1	5%	0	0%	4	17%	0	0%	0	0%	7	16%
	2	8	7%	2	12%	0	0%	1	5%	0	0%	2	9%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	78	64%	16	94%	0	0%	18	90%	0	0%	17	74%	0	0%	0	0%	17	39%
	1	33	27%	1	6%	0	0%	2	10%	0	0%	5	22%	0	0%	0	0%	21	48%
	2	7	6%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	2	5%
Hours worked per week	0-10 hours	5	4%	0	0%	0	0%	2	10%	0	0%	1	4%	0	0%	0	0%	1	2%
	11-20 hours	22	18%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	21	48%
	21-30 hours	6	5%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	4	9%
	31-40 hours	66	54%	15	88%	0	0%	15	75%	0	0%	18	78%	0	0%	0	0%	8	18%
	over 40 hours	22	18%	2	12%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	9	20%
Earn more than half household income?	Yes	68	56%	11	65%	0	0%	13	65%	0	0%	19	83%	0	0%	0	0%	20	45%
	No	44	36%	6	35%	0	0%	5	25%	0	0%	3	13%	0	0%	0	0%	17	39%
Gender	Female	89	73%	17	100%	0	0%	20	100%	0	0%	22	96%	0	0%	0	0%	21	48%
	Male	32	26%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	22	50%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	2	2%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	18	15%	4	24%	0	0%	2	10%	0	0%	6	26%	0	0%	0	0%	2	5%
	40-49	39	32%	5	29%	0	0%	10	50%	0	0%	13	57%	0	0%	0	0%	8	18%
	50-59	45	37%	5	29%	0	0%	6	30%	0	0%	4	17%	0	0%	0	0%	21	48%
	60-64	11	9%	3	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	16%
	65 or older	7	6%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	6	14%

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<b>Working Conditions</b>																			
Job description?	Yes	110	90%	12	71%	0	0%	20	100%	0	0%	19	83%	0	0%	0	0%	42	95%
	No	10	8%	4	24%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	1	2%
Is it accurate?	Yes	98	80%	11	65%	0	0%	20	100%	0	0%	16	70%	0	0%	0	0%	39	89%
	No	19	16%	4	24%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	2	5%
Duties beyond primary ones?	Yes	76	62%	13	76%	0	0%	11	55%	0	0%	14	61%	0	0%	0	0%	21	48%
	No	42	34%	2	12%	0	0%	9	45%	0	0%	9	39%	0	0%	0	0%	21	48%
% beyond primary responsibilities	0%	37	30%	2	12%	0	0%	13	65%	0	0%	8	35%	0	0%	0	0%	13	30%
	1-10%	44	36%	8	47%	0	0%	4	20%	0	0%	9	39%	0	0%	0	0%	17	39%
	11-15%	12	10%	1	6%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	5	11%
	16-25%	7	6%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	9%
	more than 25%	19	16%	3	18%	0	0%	3	15%	0	0%	4	17%	0	0%	0	0%	3	7%
Have adequate tools to do your job?	agree/strongly	98	80%	13	76%	0	0%	20	100%	0	0%	15	65%	0	0%	0	0%	38	86%
	neither	13	11%	2	12%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	3	7%
	disagree/ strongly	9	7%	1	6%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	2	5%
Employ monitors for every bus?	Yes	9	7%	2	12%	0	0%	5	25%	0	0%	1	4%	0	0%	0	0%	1	2%
	No	103	84%	13	76%	0	0%	14	70%	0	0%	21	91%	0	0%	0	0%	41	93%
Administer medications?	Yes	9	7%	2	12%	0	0%	5	25%	0	0%	1	4%	0	0%	0	0%	1	2%
	No	102	84%	9	53%	0	0%	20	100%	0	0%	18	78%	0	0%	0	0%	39	89%
If so, properly trained?	Yes	17	14%	8	47%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	2	5%
	No	9	7%	1	6%	0	0%	2	10%	0	0%	2	9%	0	0%	0	0%	3	7%
	not applicable	35	29%	1	6%	0	0%	5	25%	0	0%	4	17%	0	0%	0	0%	22	50%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	68	56%	10	59%	0	0%	11	55%	0	0%	8	35%	0	0%	0	0%	24	55%
	No	49	40%	6	35%	0	0%	9	45%	0	0%	14	61%	0	0%	0	0%	17	39%
Seniority recognized for awarding job positions?	Yes	46	38%	6	35%	0	0%	5	25%	0	0%	7	30%	0	0%	0	0%	17	39%
	No	69	57%	10	59%	0	0%	13	65%	0	0%	15	65%	0	0%	0	0%	24	55%

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Instructional Assistants expected to cover classes?	Yes	13	11%	0	0%	0	0%	0	0%	0	0%	13	57%	0	0%	0	0%	0	0%
	No	10	8%	0	0%	0	0%	0	0%	0	0%	10	43%	0	0%	0	0%	0	0%
	not applicable	99	81%	17	100%	0	0%	20	100%	0	0%	0	0%	0	0%	0	0%	44	100%
If so, how often?	once/week	4	3%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	2-3 times/week	7	6%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	0	0%
	4-5 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	9%	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	109	89%	17	100%	0	0%	20	100%	0	0%	10	43%	0	0%	0	0%	44	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	105	86%	16	94%	0	0%	20	100%	0	0%	16	70%	0	0%	0	0%	36	82%
	No	14	11%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	6	14%
District's student discipline policy consistently followed?	Yes	58	48%	11	65%	0	0%	15	75%	0	0%	11	48%	0	0%	0	0%	13	30%
	No	56	46%	4	24%	0	0%	5	25%	0	0%	12	52%	0	0%	0	0%	26	59%
Trained on student discipline policies and processes?	Yes	61	50%	9	53%	0	0%	9	45%	0	0%	9	39%	0	0%	0	0%	25	57%
	No	56	46%	7	41%	0	0%	11	55%	0	0%	14	61%	0	0%	0	0%	15	34%
Peer to peer bullying or harassment an issue?	Yes	20	16%	5	29%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	4	9%
	No	96	79%	10	59%	0	0%	19	95%	0	0%	17	74%	0	0%	0	0%	38	86%
Bullying or harassment by supervisor an issue?	Yes	10	8%	2	12%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	5	11%
	No	108	89%	14	82%	0	0%	19	95%	0	0%	22	96%	0	0%	0	0%	37	84%
Enjoy working in this school district?	agree/strongly	97	80%	14	82%	0	0%	19	95%	0	0%	17	74%	0	0%	0	0%	31	70%
	neither	18	15%	1	6%	0	0%	1	5%	0	0%	5	22%	0	0%	0	0%	9	20%
	disagree/ strongly	5	4%	1	6%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	3	7%

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