

2011 KEA ESP Survey Results: Jackson Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		45		5		5		9		3		22		1		0		0	
Demographics																			
Job category	Clerical	5	11%																
	Custodial	5	11%																
	Food Services	9	20%																
	Inst. Assts.	22	49%																
	Health/Student Services	3	7%																
	Skilled Trades	1	2%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	18	40%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	0	0%
	Middle	19	42%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	0	0%
	High School	8	18%	0	0%	0	0%	0	0%	0	0%	5	23%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	2-5 years	6	13%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	6-9 years	8	18%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
	10-14 years	9	20%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
	15-19 years	10	22%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	20-24 years	8	18%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	25 or more	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Years in district	1 year	10	22%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	2-5 years	8	18%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	6-9 years	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	20-24 years	5	11%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
25 or more	8	18%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%	

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

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	31	69%	0	0%	0	0%	0	0%	0	0%	14	64%	0	0%	0	0%	0	0%
	tech/vocational	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	some college	5	11%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	associate's	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	bachelor's	5	11%	0	0%	0	0%	0	0%	0	0%	3	14%	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	34	76%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	0	0%
	1	8	18%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	2	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	40	89%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
	1	4	9%	0	0%	0	0%	0	0%	0	0%	1	5%	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	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	21-30 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	40	89%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
	over 40 hours	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	33	73%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	0	0%
	No	12	27%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
Gender	Female	42	93%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	0	0%
	Male	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	3	7%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	30-39	6	13%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	40-49	14	31%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	0	0%
	50-59	14	31%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	60-64	5	11%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	65 or older	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	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%
	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	44	100%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%
	Hawaiian/ Pacific Islander	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%
Association Membership																			
KEA member?	Yes	3	7%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	No	39	87%	0	0%	0	0%	0	0%	0	0%	18	82%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	unsatisfied/ very	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	39	87%	0	0%	0	0%	0	0%	0	0%	18	82%	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			
Wages and Benefits																					
Required overtime?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	43	96%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	43	96%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%	0	0%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
	not applicable	43	96%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	25	56%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	0	0%	0	0%
	No	9	20%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	3	7%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%
	1-10%	17	38%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%	0	0%
	11-25%	8	18%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%	0	0%
	26-50%	8	18%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%	0	0%
	51-75%	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%
	over 75%	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	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	15	34%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	school district	33	75%	0	0%	0	0%	0	0%	0	0%	19	86%	0	0%	0	0%	0	0%
	college	5	11%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	KEA	1	2%	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	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	27	60%	0	0%	0	0%	0	0%	0	0%	18	82%	0	0%	0	0%	0	0%
	outside school district	5	11%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	both	9	20%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	17	38%	0	0%	0	0%	0	0%	0	0%	10	45%	0	0%	0	0%	0	0%
	No	23	51%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	0	0%
How many days?	0 days	20	44%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	0	0%
	1-4 days	14	31%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	0	0%
	5-8 days	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	more than 8 days	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Job Performance																			
Regularly evaluated?	Yes	35	78%	0	0%	0	0%	0	0%	0	0%	19	86%	0	0%	0	0%	0	0%
	No	7	16%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
How often?	once/month	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	once/year	30	67%	0	0%	0	0%	0	0%	0	0%	18	82%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	26	58%	0	0%	0	0%	0	0%	0	0%	13	59%	0	0%	0	0%	0	0%
	administrator	10	22%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	34	76%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	0	0%
	neither	6	13%	0	0%	0	0%	0	0%	0	0%	1	5%	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%

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Working Conditions																			
Job description?	Yes	42	93%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Is it accurate?	Yes	39	87%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
	No	4	9%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	27	60%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	0	0%
	No	16	36%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	13	29%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	1-10%	20	44%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	0	0%
	11-15%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	7	16%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	more than 25%	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	31	69%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	0	0%
	neither	8	18%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	disagree/ strongly	4	9%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	10	22%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	No	30	67%	0	0%	0	0%	0	0%	0	0%	14	64%	0	0%	0	0%	0	0%
Administer medications?	Yes	10	22%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	No	36	80%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	8	18%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	7	16%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	26	58%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	0	0%
	No	17	38%	0	0%	0	0%	0	0%	0	0%	14	64%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	11	24%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	No	28	62%	0	0%	0	0%	0	0%	0	0%	17	77%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	13	29%	0	0%	0	0%	0	0%	0	0%	13	59%	0	0%	0	0%	0	0%
	No	9	20%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	0	0%
	not applicable	23	51%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	7	16%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	2-3 times/week	5	11%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
	4-5 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	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	32	71%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	42	93%	0	0%	0	0%	0	0%	0	0%	22	100%	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%
District's student discipline policy consistently followed?	Yes	33	73%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	0	0%
	No	8	18%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	10	22%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	No	29	64%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	14	31%	0	0%	0	0%	0	0%	0	0%	12	55%	0	0%	0	0%	0	0%
	No	27	60%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	0	0%
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	42	93%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	40	89%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	0	0%
	neither	2	4%	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%

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