

2011 KEA ESP Survey Results: Lewis County

| | | District Overall | | Clerical/ Secretarial | | Custodial/ Maintenance | | Food Services | | Health/ Student Services | | Instructional Assistants | | Skilled Trades | | Technical Services | | Transportation | |
|------------------------|-------------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| Total Responses | | 43 | | 4 | | 3 | | 9 | | 1 | | 24 | | 1 | | 1 | | 0 | |
| Demographics | | | | | | | | | | | | | | | | | | | |
| Job category | Clerical | 4 | 9% | | | | | | | | | | | | | | | | |
| | Custodial | 3 | 7% | | | | | | | | | | | | | | | | |
| | Food Services | 9 | 21% | | | | | | | | | | | | | | | | |
| | Inst. Assts. | 24 | 56% | | | | | | | | | | | | | | | | |
| | Health/Student Services | 1 | 2% | | | | | | | | | | | | | | | | |
| | Skilled Trades | 1 | 2% | | | | | | | | | | | | | | | | |
| | Security Services | 0 | 0% | | | | | | | | | | | | | | | | |
| | Tech. Services | 1 | 2% | | | | | | | | | | | | | | | | |
| | Transportation | 0 | 0% | | | | | | | | | | | | | | | | |
| Work location | Elementary | 24 | 56% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 17 | 71% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Middle | 11 | 26% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 21% | 0 | 0% | 0 | 0% | 0 | 0% |
| | High School | 7 | 16% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 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 | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years employed | 1 year | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 2 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 10-14 years | 18 | 42% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 46% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 15-19 years | 8 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 9 | 21% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 25% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25 or more | 5 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years in district | 1 year | 8 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 9 | 21% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 25% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 5 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 4 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| 25 or more | 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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|---------------------------------------|-----------------|-------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| | | | | | | | | | | | | | | | | | | | |
| Education level | HS or GED | 23 | 53% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 42% | 0 | 0% | 0 | 0% | 0 | 0% |
| | tech/vocational | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| | some college | 13 | 30% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 42% | 0 | 0% | 0 | 0% | 0 | 0% |
| | associate's | 3 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| | bachelor's | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 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 | 38 | 88% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 22 | 92% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 5 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 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 | 32 | 74% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 15 | 63% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 9 | 21% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 33% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2 | 2 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 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 | 37 | 86% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 20 | 83% | 0 | 0% | 0 | 0% | 0 | 0% |
| | over 40 hours | 5 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| Earn more than half household income? | Yes | 30 | 70% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 19 | 79% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 12 | 28% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 21% | 0 | 0% | 0 | 0% | 0 | 0% |
| Gender | Female | 39 | 91% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 23 | 96% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Male | 2 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 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 | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 40-49 | 17 | 40% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 46% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 50-59 | 16 | 37% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 29% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 60-64 | 4 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 65 or older | 4 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |

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|--|--------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| Working Conditions | | | | | | | | | | | | | | | | | | | |
| Job description? | Yes | 42 | 98% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 24 | 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% |
| Is it accurate? | Yes | 32 | 74% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 67% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 11 | 26% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 33% | 0 | 0% | 0 | 0% | 0 | 0% |
| Duties beyond primary ones? | Yes | 24 | 56% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 17 | 71% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 19 | 44% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 29% | 0 | 0% | 0 | 0% | 0 | 0% |
| % beyond primary responsibilities | 0% | 13 | 30% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 21% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-10% | 14 | 33% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 42% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-15% | 8 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 16-25% | 2 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| | more than 25% | 4 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 13% | 0 | 0% | 0 | 0% | 0 | 0% |
| Have adequate tools to do your job? | agree/strongly | 26 | 60% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 46% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 5 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 12 | 28% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 38% | 0 | 0% | 0 | 0% | 0 | 0% |
| Employ monitors for every bus? | Yes | 9 | 21% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 29 | 67% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 19 | 79% | 0 | 0% | 0 | 0% | 0 | 0% |
| Administer medications? | Yes | 9 | 21% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 41 | 95% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 24 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, properly trained? | Yes | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 2 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 10 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 33% | 0 | 0% | 0 | 0% | 0 | 0% |
| Opportunity to give input into decision making for job category at the worksite or district level? | Yes | 18 | 42% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 38% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 24 | 56% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 15 | 63% | 0 | 0% | 0 | 0% | 0 | 0% |
| Seniority recognized for awarding job positions? | Yes | 5 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 13% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 33 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 20 | 83% | 0 | 0% | 0 | 0% | 0 | 0% |

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| | | | | | | | | | | | | | | | | | | | |
| Instructional Assistants expected to cover classes? | Yes | 16 | 37% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 67% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 8 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 33% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 19 | 44% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, how often? | once/week | 9 | 21% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 38% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-3 times/week | 3 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 13% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 4-5 times/week | 2 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 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 | 27 | 63% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 33% | 0 | 0% | 0 | 0% | 0 | 0% |
| Work Environment | | | | | | | | | | | | | | | | | | | |
| Work in a safe environment? | Yes | 34 | 79% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 67% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 7 | 16% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 25% | 0 | 0% | 0 | 0% | 0 | 0% |
| District's student discipline policy consistently followed? | Yes | 21 | 49% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 42% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 21 | 49% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 14 | 58% | 0 | 0% | 0 | 0% | 0 | 0% |
| Trained on student discipline policies and processes? | Yes | 18 | 42% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 14 | 58% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 23 | 53% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 42% | 0 | 0% | 0 | 0% | 0 | 0% |
| Peer to peer bullying or harassment an issue? | Yes | 5 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 13% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 37 | 86% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 20 | 83% | 0 | 0% | 0 | 0% | 0 | 0% |
| Bullying or harassment by supervisor an issue? | Yes | 3 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 38 | 88% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 22 | 92% | 0 | 0% | 0 | 0% | 0 | 0% |
| Enjoy working in this school district? | agree/strongly | 30 | 70% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 67% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 9 | 21% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 21% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 2 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |

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