

2011 KEA ESP Survey Results: Lincoln County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		158		28		12		21		7		47		2		1		37	
Demographics																			
Job category	Clerical	28	18%																
	Custodial	12	8%																
	Food Services	21	13%																
	Inst. Assts.	47	30%																
	Health/Student Services	7	4%																
	Skilled Trades	2	1%																
	Security Services	2	1%																
	Tech. Services	1	1%																
	Transportation	37	23%																
Work location	Elementary	83	53%	12	43%	10	83%	12	57%	0	0%	32	68%	0	0%	0	0%	13	35%
	Middle	7	4%	3	11%	0	0%	0	0%	0	0%	4	9%	0	0%	0	0%	0	0%
	High School	16	10%	3	11%	0	0%	6	29%	0	0%	4	9%	0	0%	0	0%	0	0%
	District Wide	21	13%	1	4%	1	8%	0	0%	0	0%	1	2%	0	0%	0	0%	12	32%
	Other Dist. Site	8	5%	5	18%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
	Combination	13	8%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%	0	0%	10	27%
Years employed	1 year	4	3%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	2	5%
	2-5 years	29	18%	3	11%	3	25%	1	5%	0	0%	11	23%	0	0%	0	0%	5	14%
	6-9 years	33	21%	2	7%	3	25%	8	38%	0	0%	10	21%	0	0%	0	0%	9	24%
	10-14 years	35	22%	7	25%	2	17%	7	33%	0	0%	8	17%	0	0%	0	0%	9	24%
	15-19 years	32	20%	7	25%	3	25%	3	14%	0	0%	10	21%	0	0%	0	0%	7	19%
	20-24 years	14	9%	3	11%	0	0%	2	10%	0	0%	3	6%	0	0%	0	0%	4	11%
	25 or more	9	6%	6	21%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	1	3%
Years in district	1 year	32	20%	7	25%	3	25%	3	14%	0	0%	10	21%	0	0%	0	0%	7	19%
	2-5 years	14	9%	3	11%	0	0%	2	10%	0	0%	3	6%	0	0%	0	0%	4	11%
	6-9 years	9	6%	6	21%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	1	3%
	10-14 years	2	1%	0	0%	1	8%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	15-19 years	8	5%	0	0%	0	0%	1	5%	0	0%	2	4%	0	0%	0	0%	5	14%
	20-24 years	32	20%	3	11%	4	33%	3	14%	0	0%	11	23%	0	0%	0	0%	4	11%
	25 or more	33	21%	2	7%	4	33%	7	33%	0	0%	11	23%	0	0%	0	0%	8	22%

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Education level	HS or GED	81	51%	15	54%	9	75%	18	86%	0	0%	18	38%	0	0%	0	0%	19	51%
	tech/vocational	8	5%	2	7%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%	3	8%
	some college	33	21%	6	21%	1	8%	1	5%	0	0%	14	30%	0	0%	0	0%	8	22%
	associate's	18	11%	2	7%	0	0%	1	5%	0	0%	8	17%	0	0%	0	0%	2	5%
	bachelor's	12	8%	3	11%	0	0%	0	0%	0	0%	4	9%	0	0%	0	0%	3	8%
	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	130	82%	26	93%	11	92%	19	90%	0	0%	30	64%	0	0%	0	0%	33	89%
	1	22	14%	1	4%	1	8%	1	5%	0	0%	14	30%	0	0%	0	0%	4	11%
	2	4	3%	1	4%	0	0%	1	5%	0	0%	2	4%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	111	70%	21	75%	10	83%	19	90%	0	0%	37	79%	0	0%	0	0%	18	49%
	1	37	23%	6	21%	2	17%	0	0%	0	0%	10	21%	0	0%	0	0%	13	35%
	2	6	4%	1	4%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	3	8%
Hours worked per week	0-10 hours	3	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	11-20 hours	8	5%	1	4%	2	17%	1	5%	0	0%	0	0%	0	0%	0	0%	4	11%
	21-30 hours	30	19%	0	0%	1	8%	1	5%	0	0%	2	4%	0	0%	0	0%	23	62%
	31-40 hours	102	65%	25	89%	8	67%	17	81%	0	0%	39	83%	0	0%	0	0%	7	19%
	over 40 hours	14	9%	2	7%	1	8%	2	10%	0	0%	4	9%	0	0%	0	0%	2	5%
Earn more than half household income?	Yes	104	66%	17	61%	7	58%	11	52%	0	0%	40	85%	0	0%	0	0%	21	57%
	No	52	33%	11	39%	5	42%	9	43%	0	0%	7	15%	0	0%	0	0%	15	41%
Gender	Female	123	78%	28	100%	4	33%	21	100%	0	0%	45	96%	0	0%	0	0%	13	35%
	Male	35	22%	0	0%	8	67%	0	0%	0	0%	2	4%	0	0%	0	0%	24	65%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	2	1%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	30-39	28	18%	5	18%	3	25%	2	10%	0	0%	14	30%	0	0%	0	0%	2	5%
	40-49	48	30%	8	29%	1	8%	6	29%	0	0%	16	34%	0	0%	0	0%	12	32%
	50-59	54	34%	9	32%	3	25%	7	33%	0	0%	14	30%	0	0%	0	0%	15	41%
	60-64	15	9%	6	21%	3	25%	1	5%	0	0%	0	0%	0	0%	0	0%	5	14%
	65 or older	10	6%	0	0%	2	17%	5	24%	0	0%	0	0%	0	0%	0	0%	3	8%

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Working Conditions																			
Job description?	Yes	150	95%	28	100%	12	100%	20	95%	0	0%	44	94%	0	0%	0	0%	34	92%
	No	5	3%	0	0%	0	0%	1	5%	0	0%	1	2%	0	0%	0	0%	2	5%
Is it accurate?	Yes	120	76%	25	89%	10	83%	18	86%	0	0%	28	60%	0	0%	0	0%	30	81%
	No	33	21%	3	11%	2	17%	3	14%	0	0%	17	36%	0	0%	0	0%	4	11%
Duties beyond primary ones?	Yes	94	59%	16	57%	5	42%	15	71%	0	0%	30	64%	0	0%	0	0%	19	51%
	No	60	38%	12	43%	7	58%	6	29%	0	0%	15	32%	0	0%	0	0%	16	43%
% beyond primary responsibilities	0%	55	35%	12	43%	6	50%	6	29%	0	0%	12	26%	0	0%	0	0%	17	46%
	1-10%	66	42%	12	43%	3	25%	11	52%	0	0%	21	45%	0	0%	0	0%	12	32%
	11-15%	9	6%	1	4%	0	0%	1	5%	0	0%	2	4%	0	0%	0	0%	4	11%
	16-25%	5	3%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	1	3%
	more than 25%	15	9%	0	0%	2	17%	3	14%	0	0%	8	17%	0	0%	0	0%	1	3%
Have adequate tools to do your job?	agree/strongly	115	73%	26	93%	6	50%	13	62%	0	0%	37	79%	0	0%	0	0%	25	68%
	neither	20	13%	2	7%	1	8%	2	10%	0	0%	5	11%	0	0%	0	0%	7	19%
	disagree/ strongly	20	13%	0	0%	5	42%	6	29%	0	0%	3	6%	0	0%	0	0%	4	11%
Employ monitors for every bus?	Yes	9	6%	1	4%	2	17%	0	0%	0	0%	3	6%	0	0%	0	0%	1	3%
	No	143	91%	27	96%	10	83%	21	100%	0	0%	41	87%	0	0%	0	0%	34	92%
Administer medications?	Yes	9	6%	1	4%	2	17%	0	0%	0	0%	3	6%	0	0%	0	0%	1	3%
	No	105	66%	19	68%	12	100%	21	100%	0	0%	28	60%	0	0%	0	0%	19	51%
If so, properly trained?	Yes	44	28%	7	25%	0	0%	0	0%	0	0%	18	38%	0	0%	0	0%	12	32%
	No	16	10%	5	18%	1	8%	1	5%	0	0%	3	6%	0	0%	0	0%	5	14%
	not applicable	24	15%	1	4%	2	17%	9	43%	0	0%	4	9%	0	0%	0	0%	8	22%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	91	58%	23	82%	7	58%	16	76%	0	0%	22	47%	0	0%	0	0%	17	46%
	No	64	41%	5	18%	5	42%	5	24%	0	0%	23	49%	0	0%	0	0%	19	51%
Seniority recognized for awarding job positions?	Yes	68	43%	8	29%	5	42%	2	10%	0	0%	25	53%	0	0%	0	0%	26	70%
	No	85	54%	19	68%	7	58%	18	86%	0	0%	20	43%	0	0%	0	0%	10	27%

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Instructional Assistants expected to cover classes?	Yes	25	16%	0	0%	0	0%	0	0%	0	0%	25	53%	0	0%	0	0%	0	0%
	No	19	12%	0	0%	0	0%	0	0%	0	0%	19	40%	0	0%	0	0%	0	0%
	not applicable	111	70%	28	100%	12	100%	21	100%	0	0%	0	0%	0	0%	0	0%	37	100%
If so, how often?	once/week	9	6%	0	0%	0	0%	0	0%	0	0%	9	19%	0	0%	0	0%	0	0%
	2-3 times/week	4	3%	0	0%	0	0%	0	0%	0	0%	4	9%	0	0%	0	0%	0	0%
	4-5 times/week	3	2%	0	0%	0	0%	0	0%	0	0%	3	6%	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	8	0%	0	0%	0	0%	0	0%	0	0%	8	0%	0	0%	0	0%	0	0%
	not applicable	130	82%	28	100%	12	100%	21	100%	0	0%	19	40%	0	0%	0	0%	37	100%
Work Environment																			
Work in a safe environment?	Yes	130	82%	27	96%	11	92%	16	76%	0	0%	38	81%	0	0%	0	0%	29	78%
	No	22	14%	0	0%	1	8%	3	14%	0	0%	7	15%	0	0%	0	0%	7	19%
District's student discipline policy consistently followed?	Yes	92	58%	21	75%	9	75%	7	33%	0	0%	36	77%	0	0%	0	0%	12	32%
	No	58	37%	7	25%	3	25%	11	52%	0	0%	9	19%	0	0%	0	0%	23	62%
Trained on student discipline policies and processes?	Yes	93	59%	14	50%	7	58%	2	10%	0	0%	35	74%	0	0%	0	0%	29	78%
	No	60	38%	14	50%	5	42%	19	90%	0	0%	10	21%	0	0%	0	0%	6	16%
Peer to peer bullying or harassment an issue?	Yes	36	23%	3	11%	1	8%	5	24%	0	0%	8	17%	0	0%	0	0%	13	35%
	No	118	75%	24	86%	11	92%	16	76%	0	0%	37	79%	0	0%	0	0%	23	62%
Bullying or harassment by supervisor an issue?	Yes	7	4%	1	4%	1	8%	1	5%	0	0%	2	4%	0	0%	0	0%	2	5%
	No	146	92%	26	93%	11	92%	20	95%	0	0%	43	91%	0	0%	0	0%	33	89%
Enjoy working in this school district?	agree/strongly	118	75%	26	93%	7	58%	15	71%	0	0%	37	79%	0	0%	0	0%	25	68%
	neither	24	15%	1	4%	1	8%	3	14%	0	0%	8	17%	0	0%	0	0%	7	19%
	disagree/ strongly	10	6%	0	0%	4	33%	2	10%	0	0%	0	0%	0	0%	0	0%	3	8%

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