

2011 KEA ESP Survey Results: Logan County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		79		9		5		8		1		40		0		3		13	
Demographics																			
Job category	Clerical	9	11%																
	Custodial	5	6%																
	Food Services	8	10%																
	Inst. Assts.	40	51%																
	Health/Student Services	1	1%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	3	4%																
	Transportation	13	16%																
Work location	Elementary	42	53%	0	0%	0	0%	0	0%	0	0%	18	45%	0	0%	0	0%	10	77%
	Middle	6	8%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	1	8%
	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	30	38%	0	0%	0	0%	0	0%	0	0%	19	48%	0	0%	0	0%	2	15%
Years employed	1 year	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	22	28%	0	0%	0	0%	0	0%	0	0%	10	25%	0	0%	0	0%	3	23%
	6-9 years	16	20%	0	0%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	1	8%
	10-14 years	19	24%	0	0%	0	0%	0	0%	0	0%	10	25%	0	0%	0	0%	4	31%
	15-19 years	11	14%	0	0%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	2	15%
	20-24 years	9	11%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	3	23%
	25 or more	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Years in district	1 year	11	14%	0	0%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	2	15%
	2-5 years	9	11%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	3	23%
	6-9 years	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	21	27%	0	0%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	3	23%
	25 or more	19	24%	0	0%	0	0%	0	0%	0	0%	11	28%	0	0%	0	0%	2	15%

*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	38	48%	0	0%	0	0%	0	0%	0	0%	14	35%	0	0%	0	0%	9	69%
	tech/vocational	3	4%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	some college	15	19%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	3	23%
	associate's	15	19%	0	0%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	1	8%
	bachelor's	6	8%	0	0%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	0	0%
	master's	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs in district?	None	58	73%	0	0%	0	0%	0	0%	0	0%	28	70%	0	0%	0	0%	10	77%
	1	13	16%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	1	8%
	2	8	10%	0	0%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	2	15%
Additional jobs outside district?	None	60	76%	0	0%	0	0%	0	0%	0	0%	34	85%	0	0%	0	0%	8	62%
	1	14	18%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	4	31%
	2	3	4%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	8%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	7	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	54%
	21-30 hours	6	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	38%
	31-40 hours	65	82%	0	0%	0	0%	0	0%	0	0%	40	100%	0	0%	0	0%	1	8%
	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	60	76%	0	0%	0	0%	0	0%	0	0%	33	83%	0	0%	0	0%	10	77%
	No	18	23%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	3	23%
Gender	Female	73	92%	0	0%	0	0%	0	0%	0	0%	37	93%	0	0%	0	0%	12	92%
	Male	4	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	8%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	30-39	16	20%	0	0%	0	0%	0	0%	0	0%	11	28%	0	0%	0	0%	1	8%
	40-49	24	30%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	7	54%
	50-59	25	32%	0	0%	0	0%	0	0%	0	0%	15	38%	0	0%	0	0%	3	23%
	60-64	8	10%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	1	8%
	65 or older	4	5%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Logan County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	Caucasian	76	96%	0	0%	0	0%	0	0%	0	0%	38	95%	0	0%	0	0%	13	100%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Association Membership																			
KEA member?	Yes	8	10%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	4	31%
	No	68	86%	0	0%	0	0%	0	0%	0	0%	36	90%	0	0%	0	0%	9	69%
Satisfied with KEA?	satisfied/very	4	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	2	15%
	neither	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
	unsatisfied/ very	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
	not applicable	68	86%	0	0%	0	0%	0	0%	0	0%	36	90%	0	0%	0	0%	9	69%

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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	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	77	97%	0	0%	0	0%	0	0%	0	0%	39	98%	0	0%	0	0%	13	100%
If so, how many hours?	0 hours	1	1%	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%
	5-8 hours	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%
	not applicable	77	97%	0	0%	0	0%	0	0%	0	0%	39	98%	0	0%	0	0%	13	100%
If so, compensated?	Yes	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%
	not applicable	77	97%	0	0%	0	0%	0	0%	0	0%	39	98%	0	0%	0	0%	13	100%
Benefits a main factor in employment?	Yes	33	42%	0	0%	0	0%	0	0%	0	0%	13	33%	0	0%	0	0%	8	62%
	No	34	43%	0	0%	0	0%	0	0%	0	0%	22	55%	0	0%	0	0%	3	23%
% salary going toward health insurance	0%	25	32%	0	0%	0	0%	0	0%	0	0%	15	38%	0	0%	0	0%	4	31%
	1-10%	24	30%	0	0%	0	0%	0	0%	0	0%	10	25%	0	0%	0	0%	5	38%
	11-25%	12	15%	0	0%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	1	8%
	26-50%	9	11%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	51-75%	4	5%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	2	15%
	over 75%	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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	18	23%	0	0%	0	0%	0	0%	0	0%	12	31%	0	0%	0	0%	1	8%
	school district	58	75%	0	0%	0	0%	0	0%	0	0%	28	72%	0	0%	0	0%	12	92%
	college	7	9%	0	0%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
	KEA	1	1%	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	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	59	75%	0	0%	0	0%	0	0%	0	0%	28	70%	0	0%	0	0%	12	92%
	outside school district	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
	both	16	20%	0	0%	0	0%	0	0%	0	0%	12	30%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	68	86%	0	0%	0	0%	0	0%	0	0%	39	98%	0	0%	0	0%	9	69%
	No	10	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	31%
How many days?	0 days	10	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	31%
	1-4 days	63	80%	0	0%	0	0%	0	0%	0	0%	36	90%	0	0%	0	0%	9	69%
	5-8 days	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 8 days	3	4%	0	0%	0	0%	0	0%	0	0%	3	8%	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	
Job Performance																			
Regularly evaluated?	Yes	76	96%	0	0%	0	0%	0	0%	0	0%	39	98%	0	0%	0	0%	12	92%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	8%
How often?	once/month	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	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	4	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	2	15%
	once/year	69	87%	0	0%	0	0%	0	0%	0	0%	38	95%	0	0%	0	0%	11	85%
Who evaluates?	supervisor	34	43%	0	0%	0	0%	0	0%	0	0%	13	33%	0	0%	0	0%	9	69%
	administrator	31	39%	0	0%	0	0%	0	0%	0	0%	20	50%	0	0%	0	0%	1	8%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	10	13%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	3	23%
My supervisor helps me be effective in my job.	agree/strongly	63	80%	0	0%	0	0%	0	0%	0	0%	35	88%	0	0%	0	0%	7	54%
	neither	10	13%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	3	23%
	disagree/ strongly	5	6%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	3	23%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Working Conditions																			
Job description?	Yes	77	97%	0	0%	0	0%	0	0%	0	0%	40	100%	0	0%	0	0%	13	100%
	No	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	65	82%	0	0%	0	0%	0	0%	0	0%	32	80%	0	0%	0	0%	11	85%
	No	11	14%	0	0%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	2	15%
Duties beyond primary ones?	Yes	39	49%	0	0%	0	0%	0	0%	0	0%	19	48%	0	0%	0	0%	4	31%
	No	35	44%	0	0%	0	0%	0	0%	0	0%	18	45%	0	0%	0	0%	9	69%
% beyond primary responsibilities	0%	32	41%	0	0%	0	0%	0	0%	0	0%	18	45%	0	0%	0	0%	8	62%
	1-10%	26	33%	0	0%	0	0%	0	0%	0	0%	15	38%	0	0%	0	0%	3	23%
	11-15%	5	6%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	8%
	16-25%	8	10%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	more than 25%	3	4%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	66	84%	0	0%	0	0%	0	0%	0	0%	34	85%	0	0%	0	0%	9	69%
	neither	8	10%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	3	23%
	disagree/ strongly	3	4%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	8%
Employ monitors for every bus?	Yes	8	10%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	8%
	No	69	87%	0	0%	0	0%	0	0%	0	0%	38	95%	0	0%	0	0%	12	92%
Administer medications?	Yes	8	10%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	8%
	No	59	75%	0	0%	0	0%	0	0%	0	0%	32	80%	0	0%	0	0%	9	69%
If so, properly trained?	Yes	16	20%	0	0%	0	0%	0	0%	0	0%	9	23%	0	0%	0	0%	2	15%
	No	4	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	15%
	not applicable	18	23%	0	0%	0	0%	0	0%	0	0%	8	20%	0	0%	0	0%	3	23%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	47	59%	0	0%	0	0%	0	0%	0	0%	23	58%	0	0%	0	0%	4	31%
	No	31	39%	0	0%	0	0%	0	0%	0	0%	17	43%	0	0%	0	0%	9	69%
Seniority recognized for awarding job positions?	Yes	36	46%	0	0%	0	0%	0	0%	0	0%	21	53%	0	0%	0	0%	5	38%
	No	39	49%	0	0%	0	0%	0	0%	0	0%	18	45%	0	0%	0	0%	8	62%

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Instructional Assistants expected to cover classes?	Yes	13	16%	0	0%	0	0%	0	0%	0	0%	13	33%	0	0%	0	0%	0	0%
	No	27	34%	0	0%	0	0%	0	0%	0	0%	27	68%	0	0%	0	0%	0	0%
	not applicable	39	49%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	100%
If so, how often?	once/week	8	10%	0	0%	0	0%	0	0%	0	0%	8	20%	0	0%	0	0%	0	0%
	2-3 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	4-5 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	6-10 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	more than 10 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	66	84%	0	0%	0	0%	0	0%	0	0%	27	68%	0	0%	0	0%	13	100%
Work Environment																			
Work in a safe environment?	Yes	74	94%	0	0%	0	0%	0	0%	0	0%	40	100%	0	0%	0	0%	9	69%
	No	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	23%
District's student discipline policy consistently followed?	Yes	58	73%	0	0%	0	0%	0	0%	0	0%	32	80%	0	0%	0	0%	4	31%
	No	18	23%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	9	69%
Trained on student discipline policies and processes?	Yes	44	56%	0	0%	0	0%	0	0%	0	0%	28	70%	0	0%	0	0%	8	62%
	No	33	42%	0	0%	0	0%	0	0%	0	0%	12	30%	0	0%	0	0%	5	38%
Peer to peer bullying or harassment an issue?	Yes	13	16%	0	0%	0	0%	0	0%	0	0%	8	20%	0	0%	0	0%	5	38%
	No	65	82%	0	0%	0	0%	0	0%	0	0%	32	80%	0	0%	0	0%	8	62%
Bullying or harassment by supervisor an issue?	Yes	5	6%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	2	15%
	No	73	92%	0	0%	0	0%	0	0%	0	0%	37	93%	0	0%	0	0%	11	85%
Enjoy working in this school district?	agree/strongly	70	89%	0	0%	0	0%	0	0%	0	0%	38	95%	0	0%	0	0%	8	62%
	neither	4	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	31%
	disagree/ strongly	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	8%

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