

2011 KEA ESP Survey Results: Madison County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		230		31		16		26		13		84		4		5		48	
Demographics																			
Job category	Clerical	31	13%																
	Custodial	16	7%																
	Food Services	26	11%																
	Inst. Assts.	84	37%																
	Health/Student Services	13	6%																
	Skilled Trades	4	2%																
	Security Services	0	0%																
	Tech. Services	5	2%																
	Transportation	48	21%																
Work location	Elementary	135	59%	14	45%	6	38%	20	77%	5	38%	65	77%	0	0%	0	0%	16	33%
	Middle	39	17%	7	23%	6	38%	6	23%	5	38%	13	15%	0	0%	0	0%	1	2%
	High School	24	10%	8	26%	4	25%	0	0%	2	15%	4	5%	0	0%	0	0%	5	10%
	District Wide	7	3%	1	3%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	5	10%
	Other Dist. Site	1	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	22	10%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	20	42%
Years employed	1 year	13	6%	5	16%	2	13%	0	0%	1	8%	3	4%	0	0%	0	0%	2	4%
	2-5 years	54	23%	5	16%	6	38%	10	38%	5	38%	22	26%	0	0%	0	0%	4	8%
	6-9 years	60	26%	4	13%	3	19%	10	38%	2	15%	22	26%	0	0%	0	0%	15	31%
	10-14 years	55	24%	8	26%	0	0%	5	19%	3	23%	18	21%	0	0%	0	0%	18	38%
	15-19 years	25	11%	6	19%	3	19%	0	0%	2	15%	8	10%	0	0%	0	0%	4	8%
	20-24 years	13	6%	2	6%	1	6%	1	4%	0	0%	4	5%	0	0%	0	0%	5	10%
	25 or more	9	4%	1	3%	1	6%	0	0%	0	0%	6	7%	0	0%	0	0%	0	0%
Years in district	1 year	25	11%	6	19%	3	19%	0	0%	2	15%	8	10%	0	0%	0	0%	4	8%
	2-5 years	13	6%	2	6%	1	6%	1	4%	0	0%	4	5%	0	0%	0	0%	5	10%
	6-9 years	9	4%	1	3%	1	6%	0	0%	0	0%	6	7%	0	0%	0	0%	0	0%
	10-14 years	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	15-19 years	14	6%	5	16%	2	13%	0	0%	1	8%	4	5%	0	0%	0	0%	2	4%
	20-24 years	65	28%	9	29%	6	38%	11	42%	5	38%	26	31%	0	0%	0	0%	6	13%
	25 or more	57	25%	1	3%	3	19%	10	38%	2	15%	22	26%	0	0%	0	0%	15	31%

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Education level	HS or GED	76	33%	7	23%	10	63%	16	62%	0	0%	20	24%	0	0%	0	0%	20	42%
	tech/vocational	15	7%	1	3%	0	0%	2	8%	0	0%	4	5%	0	0%	0	0%	8	17%
	some college	58	25%	11	35%	3	19%	4	15%	1	8%	28	33%	0	0%	0	0%	11	23%
	associate's	26	11%	6	19%	1	6%	2	8%	2	15%	8	10%	0	0%	0	0%	5	10%
	bachelor's	40	17%	4	13%	0	0%	1	4%	9	69%	19	23%	0	0%	0	0%	4	8%
	master's	13	6%	2	6%	1	6%	1	4%	1	8%	4	5%	0	0%	0	0%	0	0%
Additional jobs in district?	None	167	73%	27	87%	15	94%	19	73%	11	85%	60	71%	0	0%	0	0%	25	52%
	1	46	20%	1	3%	0	0%	5	19%	2	15%	18	21%	0	0%	0	0%	18	38%
	2	12	5%	2	6%	1	6%	1	4%	0	0%	4	5%	0	0%	0	0%	4	8%
Additional jobs outside district?	None	171	74%	25	81%	12	75%	18	69%	10	77%	68	81%	0	0%	0	0%	29	60%
	1	44	19%	4	13%	3	19%	7	27%	3	23%	15	18%	0	0%	0	0%	9	19%
	2	11	5%	2	6%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	8	17%
Hours worked per week	0-10 hours	5	2%	0	0%	0	0%	1	4%	0	0%	2	2%	0	0%	0	0%	2	4%
	11-20 hours	18	8%	0	0%	0	0%	2	8%	0	0%	2	2%	0	0%	0	0%	13	27%
	21-30 hours	27	12%	1	3%	0	0%	9	35%	0	0%	2	2%	0	0%	0	0%	14	29%
	31-40 hours	145	63%	26	84%	12	75%	11	42%	8	62%	69	82%	0	0%	0	0%	15	31%
	over 40 hours	35	15%	4	13%	4	25%	3	12%	5	38%	9	11%	0	0%	0	0%	4	8%
Earn more than half household income?	Yes	171	74%	24	77%	8	50%	18	69%	7	54%	75	89%	0	0%	0	0%	30	63%
	No	58	25%	7	23%	8	50%	8	31%	6	46%	8	10%	0	0%	0	0%	18	38%
Gender	Female	203	88%	31	100%	5	31%	25	96%	11	85%	84	100%	0	0%	0	0%	37	77%
	Male	26	11%	0	0%	11	69%	0	0%	2	15%	0	0%	0	0%	0	0%	11	23%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	14	6%	2	6%	0	0%	0	0%	4	31%	3	4%	0	0%	0	0%	4	8%
	30-39	39	17%	4	13%	1	6%	7	27%	3	23%	19	23%	0	0%	0	0%	4	8%
	40-49	85	37%	12	39%	5	31%	6	23%	5	38%	34	40%	0	0%	0	0%	17	35%
	50-59	69	30%	12	39%	7	44%	10	38%	1	8%	23	27%	0	0%	0	0%	14	29%
	60-64	14	6%	0	0%	2	13%	2	8%	0	0%	4	5%	0	0%	0	0%	6	13%
	65 or older	8	3%	1	3%	1	6%	1	4%	0	0%	1	1%	0	0%	0	0%	3	6%

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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	7	3%	1	3%	1	6%	1	4%	0	0%	1	1%	0	0%	0	0%	3	6%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	8	3%	0	0%	1	6%	1	4%	0	0%	3	4%	0	0%	0	0%	2	4%
	Caucasian	218	95%	31	100%	15	94%	24	92%	13	100%	79	94%	0	0%	0	0%	46	96%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	2	1%	1	3%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Association Membership																			
KEA member?	Yes	47	20%	4	13%	5	31%	1	4%	1	8%	15	18%	0	0%	0	0%	15	31%
	No	182	79%	27	87%	11	69%	24	92%	12	92%	69	82%	0	0%	0	0%	33	69%
Satisfied with KEA?	satisfied/very	27	12%	3	10%	2	13%	0	0%	0	0%	10	12%	0	0%	0	0%	7	15%
	neither	11	5%	1	3%	1	6%	1	4%	0	0%	3	4%	0	0%	0	0%	5	10%
	unsatisfied/ very	5	2%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	3	6%
	not applicable	182	79%	27	87%	11	69%	24	92%	12	92%	69	82%	0	0%	0	0%	33	69%

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Wages and Benefits																			
Required overtime?	Yes	24	10%	3	10%	2	13%	3	12%	3	23%	9	11%	0	0%	0	0%	2	4%
	No	206	90%	28	90%	14	88%	23	88%	10	77%	75	89%	0	0%	0	0%	46	96%
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%
	1-4 hours	15	7%	1	3%	0	0%	2	8%	3	23%	7	8%	0	0%	0	0%	1	2%
	5-8 hours	4	2%	1	3%	1	6%	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%
	more than 8 hours	4	2%	1	3%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
	not applicable	206	90%	28	90%	14	88%	23	88%	10	77%	75	89%	0	0%	0	0%	46	96%
If so, compensated?	Yes	1	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	23	10%	3	10%	2	13%	2	8%	3	23%	9	11%	0	0%	0	0%	2	4%
	not applicable	206	90%	28	90%	14	88%	23	88%	10	77%	75	89%	0	0%	0	0%	46	96%
Benefits a main factor in employment?	Yes	124	54%	9	29%	9	56%	15	58%	5	38%	43	51%	0	0%	0	0%	37	77%
	No	90	39%	19	61%	4	25%	10	38%	8	62%	36	43%	0	0%	0	0%	8	17%
% salary going toward health insurance	0%	72	31%	9	29%	0	0%	11	42%	2	15%	36	43%	0	0%	0	0%	11	23%
	1-10%	83	36%	12	39%	13	81%	11	42%	7	54%	19	23%	0	0%	0	0%	18	38%
	11-25%	43	19%	5	16%	2	13%	4	15%	2	15%	18	21%	0	0%	0	0%	8	17%
	26-50%	20	9%	3	10%	0	0%	0	0%	2	15%	7	8%	0	0%	0	0%	6	13%
	51-75%	7	3%	1	3%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	4	8%
	over 75%	2	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	1	2%

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Training and PD																			
Where received initial training?	department	70	31%	14	45%	2	13%	11	42%	3	23%	25	30%	0	0%	0	0%	12	26%
	school district	157	69%	19	61%	5	33%	19	73%	6	46%	62	75%	0	0%	0	0%	39	83%
	college	49	22%	8	26%	2	13%	0	0%	6	46%	24	29%	0	0%	0	0%	2	4%
	KEA	5	2%	1	3%	0	0%	1	4%	0	0%	2	2%	0	0%	0	0%	1	2%
	NEA	1	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	25	11%	8	26%	6	40%	4	15%	1	8%	5	6%	0	0%	0	0%	1	2%
From inside district, outside or both?	within school district	152	66%	17	55%	8	50%	21	81%	6	46%	52	62%	0	0%	0	0%	41	85%
	outside school district	24	10%	4	13%	5	31%	1	4%	5	38%	6	7%	0	0%	0	0%	1	2%
	both	50	22%	10	32%	2	13%	3	12%	2	15%	25	30%	0	0%	0	0%	5	10%
Do you receive ongoing PD from District?	Yes	167	73%	22	71%	7	44%	15	58%	8	62%	70	83%	0	0%	0	0%	35	73%
	No	50	22%	7	23%	7	44%	7	27%	5	38%	12	14%	0	0%	0	0%	10	21%
How many days?	0 days	37	16%	6	19%	5	31%	4	15%	4	31%	7	8%	0	0%	0	0%	9	19%
	1-4 days	153	67%	19	61%	9	56%	16	62%	6	46%	67	80%	0	0%	0	0%	29	60%
	5-8 days	18	8%	2	6%	0	0%	1	4%	1	8%	6	7%	0	0%	0	0%	6	13%
	more than 8 days	6	3%	1	3%	0	0%	0	0%	1	8%	2	2%	0	0%	0	0%	1	2%

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Job Performance																			
Regularly evaluated?	Yes	211	92%	26	84%	15	94%	25	96%	13	100%	80	95%	0	0%	0	0%	41	85%
	No	11	5%	2	6%	1	6%	1	4%	0	0%	2	2%	0	0%	0	0%	4	8%
How often?	once/month	4	2%	0	0%	1	6%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	once/quarter	5	2%	0	0%	1	6%	0	0%	1	8%	1	1%	0	0%	0	0%	1	2%
	every 6 months	7	3%	0	0%	0	0%	0	0%	1	8%	4	5%	0	0%	0	0%	1	2%
	once/year	200	87%	28	90%	14	88%	26	100%	10	77%	73	87%	0	0%	0	0%	39	81%
Who evaluates?	supervisor	130	57%	16	52%	5	31%	22	85%	12	92%	34	40%	0	0%	0	0%	36	75%
	administrator	64	28%	12	39%	9	56%	0	0%	1	8%	34	40%	0	0%	0	0%	3	6%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	13	6%	0	0%	1	6%	3	12%	0	0%	6	7%	0	0%	0	0%	3	6%
My supervisor helps me be effective in my job.	agree/strongly	161	70%	22	71%	9	56%	18	69%	9	69%	57	68%	0	0%	0	0%	35	73%
	neither	32	14%	5	16%	2	13%	3	12%	2	15%	16	19%	0	0%	0	0%	3	6%
	disagree/ strongly	27	12%	1	3%	5	31%	5	19%	2	15%	7	8%	0	0%	0	0%	7	15%

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Working Conditions																			
Job description?	Yes	206	90%	22	71%	13	81%	26	100%	13	100%	75	89%	0	0%	0	0%	46	96%
	No	16	7%	6	19%	3	19%	0	0%	0	0%	6	7%	0	0%	0	0%	0	0%
Is it accurate?	Yes	164	71%	15	48%	10	63%	22	85%	9	69%	56	67%	0	0%	0	0%	43	90%
	No	54	23%	12	39%	6	38%	4	15%	4	31%	23	27%	0	0%	0	0%	3	6%
Duties beyond primary ones?	Yes	133	58%	20	65%	14	88%	14	54%	11	85%	47	56%	0	0%	0	0%	19	40%
	No	86	37%	8	26%	1	6%	12	46%	2	15%	33	39%	0	0%	0	0%	26	54%
% beyond primary responsibilities	0%	61	27%	6	19%	1	6%	9	35%	2	15%	22	26%	0	0%	0	0%	19	40%
	1-10%	96	42%	7	23%	8	50%	8	31%	8	62%	37	44%	0	0%	0	0%	21	44%
	11-15%	22	10%	9	29%	2	13%	3	12%	0	0%	6	7%	0	0%	0	0%	1	2%
	16-25%	13	6%	1	3%	2	13%	2	8%	0	0%	7	8%	0	0%	0	0%	1	2%
	more than 25%	20	9%	5	16%	3	19%	1	4%	3	23%	5	6%	0	0%	0	0%	2	4%
Have adequate tools to do your job?	agree/strongly	163	71%	21	68%	9	56%	19	73%	8	62%	62	74%	0	0%	0	0%	34	71%
	neither	34	15%	5	16%	2	13%	4	15%	3	23%	14	17%	0	0%	0	0%	5	10%
	disagree/ strongly	26	11%	2	6%	5	31%	3	12%	2	15%	6	7%	0	0%	0	0%	7	15%
Employ monitors for every bus?	Yes	48	21%	6	19%	8	50%	7	27%	2	15%	21	25%	0	0%	0	0%	1	2%
	No	153	67%	17	55%	4	25%	13	50%	9	69%	55	65%	0	0%	0	0%	46	96%
Administer medications?	Yes	48	21%	6	19%	8	50%	7	27%	2	15%	21	25%	0	0%	0	0%	1	2%
	No	146	63%	11	35%	15	94%	25	96%	11	85%	37	44%	0	0%	0	0%	35	73%
If so, properly trained?	Yes	76	33%	17	55%	0	0%	1	4%	3	23%	44	52%	0	0%	0	0%	10	21%
	No	17	7%	2	6%	2	13%	1	4%	1	8%	3	4%	0	0%	0	0%	7	15%
	not applicable	43	19%	2	6%	5	31%	7	27%	1	8%	16	19%	0	0%	0	0%	10	21%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	123	53%	15	48%	9	56%	18	69%	8	62%	40	48%	0	0%	0	0%	24	50%
	No	98	43%	12	39%	7	44%	7	27%	5	38%	42	50%	0	0%	0	0%	22	46%
Seniority recognized for awarding job positions?	Yes	92	40%	9	29%	1	6%	9	35%	5	38%	29	35%	0	0%	0	0%	34	71%
	No	121	53%	16	52%	13	81%	17	65%	7	54%	49	58%	0	0%	0	0%	12	25%

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Instructional Assistants expected to cover classes?	Yes	30	13%	0	0%	0	0%	0	0%	0	0%	30	36%	0	0%	0	0%	0	0%
	No	52	23%	0	0%	0	0%	0	0%	0	0%	52	62%	0	0%	0	0%	0	0%
	not applicable	146	63%	31	100%	16	100%	26	100%	13	100%	0	0%	0	0%	0	0%	48	100%
If so, how often?	once/week	14	6%	0	0%	0	0%	0	0%	0	0%	14	17%	0	0%	0	0%	0	0%
	2-3 times/week	9	4%	0	0%	0	0%	0	0%	0	0%	9	11%	0	0%	0	0%	0	0%
	4-5 times/week	5	2%	0	0%	0	0%	0	0%	0	0%	5	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	198	86%	31	100%	16	100%	26	100%	13	100%	52	62%	0	0%	0	0%	48	100%
Work Environment																			
Work in a safe environment?	Yes	212	92%	28	90%	11	69%	26	100%	13	100%	81	96%	0	0%	0	0%	42	88%
	No	11	5%	0	0%	5	31%	0	0%	0	0%	2	2%	0	0%	0	0%	4	8%
District's student discipline policy consistently followed?	Yes	149	65%	24	77%	7	44%	17	65%	5	38%	61	73%	0	0%	0	0%	24	50%
	No	64	28%	4	13%	6	38%	5	19%	8	62%	21	25%	0	0%	0	0%	20	42%
Trained on student discipline policies and processes?	Yes	124	54%	16	52%	1	6%	3	12%	5	38%	55	65%	0	0%	0	0%	38	79%
	No	96	42%	12	39%	14	88%	22	85%	8	62%	28	33%	0	0%	0	0%	7	15%
Peer to peer bullying or harassment an issue?	Yes	39	17%	6	19%	2	13%	3	12%	5	38%	14	17%	0	0%	0	0%	9	19%
	No	181	79%	22	71%	14	88%	22	85%	8	62%	68	81%	0	0%	0	0%	36	75%
Bullying or harassment by supervisor an issue?	Yes	11	5%	2	6%	1	6%	1	4%	1	8%	1	1%	0	0%	0	0%	5	10%
	No	209	91%	26	84%	15	94%	23	88%	12	92%	82	98%	0	0%	0	0%	40	83%
Enjoy working in this school district?	agree/strongly	189	82%	24	77%	12	75%	20	77%	10	77%	76	90%	0	0%	0	0%	37	77%
	neither	25	11%	3	10%	4	25%	5	19%	2	15%	6	7%	0	0%	0	0%	4	8%
	disagree/ strongly	8	3%	1	3%	0	0%	1	4%	1	8%	1	1%	0	0%	0	0%	4	8%

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