

2011 KEA ESP Survey Results: Marshall County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		130		6		16		24		2		61		5		5		10	
Demographics																			
Job category	Clerical	6	5%																
	Custodial	16	12%																
	Food Services	24	18%																
	Inst. Assts.	61	47%																
	Health/Student Services	2	2%																
	Skilled Trades	5	4%																
	Security Services	1	1%																
	Tech. Services	5	4%																
	Transportation	10	8%																
Work location	Elementary	78	60%	0	0%	5	31%	13	54%	0	0%	48	79%	0	0%	0	0%	4	40%
	Middle	12	9%	0	0%	3	19%	1	4%	0	0%	5	8%	0	0%	0	0%	0	0%
	High School	27	21%	0	0%	6	38%	9	38%	0	0%	8	13%	0	0%	0	0%	0	0%
	District Wide	7	5%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	2	20%
	Other Dist. Site	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	20%
	Combination	3	2%	0	0%	1	6%	1	4%	0	0%	0	0%	0	0%	0	0%	1	10%
Years employed	1 year	10	8%	0	0%	3	19%	2	8%	0	0%	4	7%	0	0%	0	0%	0	0%
	2-5 years	30	23%	0	0%	5	31%	4	17%	0	0%	12	20%	0	0%	0	0%	5	50%
	6-9 years	22	17%	0	0%	2	13%	7	29%	0	0%	8	13%	0	0%	0	0%	1	10%
	10-14 years	27	21%	0	0%	1	6%	2	8%	0	0%	22	36%	0	0%	0	0%	0	0%
	15-19 years	18	14%	0	0%	1	6%	3	13%	0	0%	8	13%	0	0%	0	0%	1	10%
	20-24 years	17	13%	0	0%	3	19%	5	21%	0	0%	6	10%	0	0%	0	0%	1	10%
	25 or more	5	4%	0	0%	0	0%	1	4%	0	0%	1	2%	0	0%	0	0%	2	20%
Years in district	1 year	18	14%	0	0%	1	6%	3	13%	0	0%	8	13%	0	0%	0	0%	1	10%
	2-5 years	17	13%	0	0%	3	19%	5	21%	0	0%	6	10%	0	0%	0	0%	1	10%
	6-9 years	5	4%	0	0%	0	0%	1	4%	0	0%	1	2%	0	0%	0	0%	2	20%
	10-14 years	1	1%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	11	8%	0	0%	3	19%	3	13%	0	0%	4	7%	0	0%	0	0%	0	0%
	20-24 years	35	27%	0	0%	5	31%	4	17%	0	0%	15	25%	0	0%	0	0%	6	60%
25 or more	18	14%	0	0%	2	13%	6	25%	0	0%	7	11%	0	0%	0	0%	0	0%	

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Education level	HS or GED	60	46%	0	0%	10	63%	14	58%	0	0%	27	44%	0	0%	0	0%	4	40%
	tech/vocational	11	8%	0	0%	3	19%	2	8%	0	0%	1	2%	0	0%	0	0%	4	40%
	some college	32	25%	0	0%	1	6%	7	29%	0	0%	17	28%	0	0%	0	0%	1	10%
	associate's	15	12%	0	0%	1	6%	0	0%	0	0%	10	16%	0	0%	0	0%	1	10%
	bachelor's	11	8%	0	0%	1	6%	1	4%	0	0%	6	10%	0	0%	0	0%	0	0%
	master's	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	100	77%	0	0%	13	81%	18	75%	0	0%	50	82%	0	0%	0	0%	6	60%
	1	21	16%	0	0%	1	6%	5	21%	0	0%	9	15%	0	0%	0	0%	3	30%
	2	7	5%	0	0%	2	13%	1	4%	0	0%	2	3%	0	0%	0	0%	1	10%
Additional jobs outside district?	None	104	80%	0	0%	12	75%	14	58%	0	0%	55	90%	0	0%	0	0%	7	70%
	1	18	14%	0	0%	2	13%	5	21%	0	0%	5	8%	0	0%	0	0%	3	30%
	2	6	5%	0	0%	2	13%	3	13%	0	0%	1	2%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	3	2%	0	0%	0	0%	1	4%	0	0%	2	3%	0	0%	0	0%	0	0%
	11-20 hours	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%
	21-30 hours	7	5%	0	0%	1	6%	1	4%	0	0%	3	5%	0	0%	0	0%	2	20%
	31-40 hours	96	74%	0	0%	10	63%	20	83%	0	0%	49	80%	0	0%	0	0%	4	40%
	over 40 hours	21	16%	0	0%	5	31%	2	8%	0	0%	7	11%	0	0%	0	0%	1	10%
Earn more than half household income?	Yes	103	79%	0	0%	11	69%	19	79%	0	0%	56	92%	0	0%	0	0%	6	60%
	No	23	18%	0	0%	3	19%	4	17%	0	0%	4	7%	0	0%	0	0%	4	40%
Gender	Female	110	85%	0	0%	6	38%	24	100%	0	0%	59	97%	0	0%	0	0%	7	70%
	Male	17	13%	0	0%	7	44%	0	0%	0	0%	2	3%	0	0%	0	0%	3	30%
Age	under 25	2	2%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	25-29	3	2%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	30-39	17	13%	0	0%	1	6%	4	17%	0	0%	7	11%	0	0%	0	0%	3	30%
	40-49	40	31%	0	0%	4	25%	6	25%	0	0%	23	38%	0	0%	0	0%	0	0%
	50-59	61	47%	0	0%	11	69%	11	46%	0	0%	25	41%	0	0%	0	0%	5	50%
	60-64	4	3%	0	0%	0	0%	2	8%	0	0%	1	2%	0	0%	0	0%	0	0%
	65 or older	3	2%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	2	20%

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Working Conditions																			
Job description?	Yes	119	92%	0	0%	15	94%	23	96%	0	0%	54	89%	0	0%	0	0%	10	100%
	No	7	5%	0	0%	0	0%	0	0%	0	0%	5	8%	0	0%	0	0%	0	0%
Is it accurate?	Yes	97	75%	0	0%	9	56%	21	88%	0	0%	47	77%	0	0%	0	0%	7	70%
	No	26	20%	0	0%	6	38%	2	8%	0	0%	9	15%	0	0%	0	0%	3	30%
Duties beyond primary ones?	Yes	75	58%	0	0%	12	75%	15	63%	0	0%	30	49%	0	0%	0	0%	5	50%
	No	50	38%	0	0%	3	19%	8	33%	0	0%	28	46%	0	0%	0	0%	5	50%
% beyond primary responsibilities	0%	37	28%	0	0%	1	6%	11	46%	0	0%	19	31%	0	0%	0	0%	4	40%
	1-10%	54	42%	0	0%	6	38%	10	42%	0	0%	22	36%	0	0%	0	0%	4	40%
	11-15%	11	8%	0	0%	2	13%	0	0%	0	0%	6	10%	0	0%	0	0%	1	10%
	16-25%	9	7%	0	0%	2	13%	1	4%	0	0%	5	8%	0	0%	0	0%	0	0%
	more than 25%	9	7%	0	0%	2	13%	0	0%	0	0%	5	8%	0	0%	0	0%	1	10%
Have adequate tools to do your job?	agree/strongly	97	75%	0	0%	12	75%	16	67%	0	0%	47	77%	0	0%	0	0%	6	60%
	neither	16	12%	0	0%	1	6%	5	21%	0	0%	8	13%	0	0%	0	0%	1	10%
	disagree/ strongly	13	10%	0	0%	2	13%	2	8%	0	0%	4	7%	0	0%	0	0%	3	30%
Employ monitors for every bus?	Yes	32	25%	0	0%	5	31%	7	29%	0	0%	15	25%	0	0%	0	0%	0	0%
	No	84	65%	0	0%	8	50%	13	54%	0	0%	42	69%	0	0%	0	0%	10	100%
Administer medications?	Yes	32	25%	0	0%	5	31%	7	29%	0	0%	15	25%	0	0%	0	0%	0	0%
	No	98	75%	0	0%	14	88%	23	96%	0	0%	44	72%	0	0%	0	0%	6	60%
If so, properly trained?	Yes	28	22%	0	0%	0	0%	0	0%	0	0%	18	30%	0	0%	0	0%	2	20%
	No	9	7%	0	0%	0	0%	4	17%	0	0%	2	3%	0	0%	0	0%	2	20%
	not applicable	22	17%	0	0%	3	19%	5	21%	0	0%	9	15%	0	0%	0	0%	4	40%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	81	62%	0	0%	11	69%	13	54%	0	0%	40	66%	0	0%	0	0%	4	40%
	No	45	35%	0	0%	4	25%	10	42%	0	0%	19	31%	0	0%	0	0%	6	60%
Seniority recognized for awarding job positions?	Yes	47	36%	0	0%	5	31%	4	17%	0	0%	28	46%	0	0%	0	0%	2	20%
	No	67	52%	0	0%	7	44%	18	75%	0	0%	25	41%	0	0%	0	0%	7	70%

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Instructional Assistants expected to cover classes?	Yes	32	25%	0	0%	0	0%	0	0%	0	0%	32	52%	0	0%	0	0%	0	0%
	No	25	19%	0	0%	0	0%	0	0%	0	0%	25	41%	0	0%	0	0%	0	0%
	not applicable	69	53%	0	0%	16	100%	24	100%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	11	8%	0	0%	0	0%	0	0%	0	0%	11	18%	0	0%	0	0%	0	0%
	2-3 times/week	5	4%	0	0%	0	0%	0	0%	0	0%	5	8%	0	0%	0	0%	0	0%
	4-5 times/week	8	6%	0	0%	0	0%	0	0%	0	0%	8	13%	0	0%	0	0%	0	0%
	6-10 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	more than 10 times/week	4	1%	0	0%	0	0%	0	0%	0	0%	4	2%	0	0%	0	0%	0	0%
	not applicable	94	72%	0	0%	16	100%	24	100%	0	0%	25	41%	0	0%	0	0%	10	100%
Work Environment																			
Work in a safe environment?	Yes	124	95%	0	0%	15	94%	23	96%	0	0%	58	95%	0	0%	0	0%	10	100%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	99	76%	0	0%	13	81%	13	54%	0	0%	53	87%	0	0%	0	0%	7	70%
	No	22	17%	0	0%	1	6%	10	42%	0	0%	5	8%	0	0%	0	0%	2	20%
Trained on student discipline policies and processes?	Yes	76	58%	0	0%	3	19%	6	25%	0	0%	50	82%	0	0%	0	0%	7	70%
	No	44	34%	0	0%	10	63%	17	71%	0	0%	8	13%	0	0%	0	0%	2	20%
Peer to peer bullying or harassment an issue?	Yes	15	12%	0	0%	3	19%	2	8%	0	0%	4	7%	0	0%	0	0%	1	10%
	No	109	84%	0	0%	11	69%	20	83%	0	0%	55	90%	0	0%	0	0%	9	90%
Bullying or harassment by supervisor an issue?	Yes	5	4%	0	0%	0	0%	1	4%	0	0%	3	5%	0	0%	0	0%	0	0%
	No	121	93%	0	0%	15	94%	22	92%	0	0%	56	92%	0	0%	0	0%	10	100%
Enjoy working in this school district?	agree/strongly	113	87%	0	0%	14	88%	20	83%	0	0%	54	89%	0	0%	0	0%	7	70%
	neither	8	6%	0	0%	0	0%	2	8%	0	0%	4	7%	0	0%	0	0%	1	10%
	disagree/ strongly	3	2%	0	0%	0	0%	1	4%	0	0%	1	2%	0	0%	0	0%	1	10%

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