

2011 KEA ESP Survey Results: McClean County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		84		13		11		22		2		23		0		0		12	
Demographics																			
Job category	Clerical	13	15%																
	Custodial	11	13%																
	Food Services	22	26%																
	Inst. Assts.	23	27%																
	Health/Student Services	2	2%																
	Skilled Trades	0	0%																
	Security Services	1	1%																
	Tech. Services	0	0%																
	Transportation	12	14%																
Work location	Elementary	33	39%	3	23%	3	27%	11	50%	0	0%	14	61%	0	0%	0	0%	2	17%
	Middle	15	18%	1	8%	3	27%	4	18%	0	0%	7	30%	0	0%	0	0%	0	0%
	High School	16	19%	4	31%	3	27%	6	27%	0	0%	2	9%	0	0%	0	0%	0	0%
	District Wide	6	7%	1	8%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	2	17%
	Other Dist. Site	3	4%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	9	11%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	8	67%
Years employed	1 year	8	10%	4	31%	0	0%	3	14%	0	0%	0	0%	0	0%	0	0%	1	8%
	2-5 years	24	29%	3	23%	4	36%	9	41%	0	0%	5	22%	0	0%	0	0%	2	17%
	6-9 years	9	11%	1	8%	1	9%	2	9%	0	0%	4	17%	0	0%	0	0%	1	8%
	10-14 years	21	25%	1	8%	3	27%	4	18%	0	0%	9	39%	0	0%	0	0%	3	25%
	15-19 years	11	13%	2	15%	2	18%	2	9%	0	0%	3	13%	0	0%	0	0%	2	17%
	20-24 years	8	10%	1	8%	1	9%	2	9%	0	0%	2	9%	0	0%	0	0%	1	8%
	25 or more	3	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	17%
Years in district	1 year	11	13%	2	15%	2	18%	2	9%	0	0%	3	13%	0	0%	0	0%	2	17%
	2-5 years	8	10%	1	8%	1	9%	2	9%	0	0%	2	9%	0	0%	0	0%	1	8%
	6-9 years	3	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	17%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	9	11%	4	31%	0	0%	3	14%	0	0%	1	4%	0	0%	0	0%	1	8%
	20-24 years	26	31%	3	23%	6	55%	9	41%	0	0%	4	17%	0	0%	0	0%	3	25%
	25 or more	12	14%	1	8%	0	0%	2	9%	0	0%	7	30%	0	0%	0	0%	2	17%

*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	40	48%	3	23%	5	45%	16	73%	0	0%	11	48%	0	0%	0	0%	5	42%
	tech/vocational	4	5%	0	0%	1	9%	1	5%	0	0%	1	4%	0	0%	0	0%	1	8%
	some college	24	29%	6	46%	3	27%	4	18%	0	0%	6	26%	0	0%	0	0%	4	33%
	associate's	7	8%	1	8%	2	18%	0	0%	0	0%	2	9%	0	0%	0	0%	1	8%
	bachelor's	5	6%	3	23%	0	0%	0	0%	0	0%	2	9%	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	70	83%	12	92%	9	82%	21	95%	0	0%	18	78%	0	0%	0	0%	9	75%
	1	8	10%	0	0%	1	9%	1	5%	0	0%	3	13%	0	0%	0	0%	2	17%
	2	4	5%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	8%
Additional jobs outside district?	None	67	80%	13	100%	6	55%	20	91%	0	0%	19	83%	0	0%	0	0%	6	50%
	1	10	12%	0	0%	0	0%	2	9%	0	0%	3	13%	0	0%	0	0%	5	42%
	2	5	6%	0	0%	3	27%	0	0%	0	0%	1	4%	0	0%	0	0%	1	8%
Hours worked per week	0-10 hours	2	2%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	11-20 hours	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	25%
	21-30 hours	4	5%	0	0%	1	9%	0	0%	0	0%	2	9%	0	0%	0	0%	1	8%
	31-40 hours	68	81%	11	85%	9	82%	20	91%	0	0%	18	78%	0	0%	0	0%	8	67%
	over 40 hours	7	8%	2	15%	1	9%	2	9%	0	0%	1	4%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	59	70%	10	77%	5	45%	18	82%	0	0%	20	87%	0	0%	0	0%	5	42%
	No	23	27%	2	15%	6	55%	4	18%	0	0%	3	13%	0	0%	0	0%	6	50%
Gender	Female	70	83%	13	100%	4	36%	22	100%	0	0%	22	96%	0	0%	0	0%	7	58%
	Male	13	15%	0	0%	7	64%	0	0%	0	0%	1	4%	0	0%	0	0%	4	33%
Age	under 25	1	1%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	5	6%	1	8%	0	0%	1	5%	0	0%	2	9%	0	0%	0	0%	1	8%
	30-39	11	13%	3	23%	2	18%	2	9%	0	0%	4	17%	0	0%	0	0%	0	0%
	40-49	32	38%	3	23%	4	36%	10	45%	0	0%	8	35%	0	0%	0	0%	6	50%
	50-59	19	23%	2	15%	4	36%	6	27%	0	0%	4	17%	0	0%	0	0%	2	17%
	60-64	7	8%	0	0%	0	0%	2	9%	0	0%	4	17%	0	0%	0	0%	0	0%
	65 or older	9	11%	3	23%	1	9%	1	5%	0	0%	1	4%	0	0%	0	0%	3	25%

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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	2	2%	0	0%	0	0%	2	11%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	80	99%	13	100%	11	100%	18	95%	0	0%	23	100%	0	0%	0	0%	12	100%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Association Membership																			
KEA member?	Yes	19	23%	2	15%	0	0%	6	27%	0	0%	5	22%	0	0%	0	0%	6	50%
	No	62	74%	11	85%	10	91%	16	73%	0	0%	17	74%	0	0%	0	0%	5	42%
Satisfied with KEA?	satisfied/very	12	14%	0	0%	0	0%	5	23%	0	0%	3	13%	0	0%	0	0%	4	33%
	neither	2	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	8%
	unsatisfied/ very	3	4%	0	0%	0	0%	1	5%	0	0%	1	4%	0	0%	0	0%	1	8%
	not applicable	62	74%	11	85%	10	91%	16	73%	0	0%	17	74%	0	0%	0	0%	5	42%

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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	4	5%	1	8%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	1	8%
	No	80	95%	12	92%	11	100%	21	95%	0	0%	23	100%	0	0%	0	0%	11	92%
If so, how many hours?	0 hours	2	2%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	2	2%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	1	8%
	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	80	95%	12	92%	11	100%	21	95%	0	0%	23	100%	0	0%	0	0%	11	92%
If so, compensated?	Yes	2	2%	1	8%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
	not applicable	80	95%	12	92%	11	100%	21	95%	0	0%	23	100%	0	0%	0	0%	11	92%
Benefits a main factor in employment?	Yes	39	46%	5	38%	7	64%	11	50%	0	0%	9	39%	0	0%	0	0%	6	50%
	No	32	38%	7	54%	3	27%	7	32%	0	0%	12	52%	0	0%	0	0%	1	8%
% salary going toward health insurance	0%	19	23%	4	31%	0	0%	5	23%	0	0%	8	35%	0	0%	0	0%	1	8%
	1-10%	30	36%	6	46%	7	64%	4	18%	0	0%	8	35%	0	0%	0	0%	4	33%
	11-25%	16	19%	1	8%	4	36%	7	32%	0	0%	0	0%	0	0%	0	0%	3	25%
	26-50%	9	11%	1	8%	0	0%	3	14%	0	0%	4	17%	0	0%	0	0%	1	8%
	51-75%	4	5%	1	8%	0	0%	2	9%	0	0%	1	4%	0	0%	0	0%	0	0%
	over 75%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	6	50%	2	18%	0	0%	0	0%	8	38%	0	0%	0	0%	2	18%
	school district	58	73%	5	42%	5	45%	22	100%	0	0%	15	71%	0	0%	0	0%	11	100%
	college	5	6%	2	17%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	9%
	KEA	2	3%	0	0%	1	9%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	NEA	1	1%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	9	11%	2	17%	4	36%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	57	68%	7	54%	6	55%	19	86%	0	0%	15	65%	0	0%	0	0%	9	75%
	outside school district	5	6%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	both	20	24%	6	46%	2	18%	3	14%	0	0%	6	26%	0	0%	0	0%	3	25%
Do you receive ongoing PD from District?	Yes	56	67%	3	23%	1	9%	20	91%	0	0%	20	87%	0	0%	0	0%	12	100%
	No	27	32%	10	77%	10	91%	2	9%	0	0%	2	9%	0	0%	0	0%	0	0%
How many days?	0 days	22	26%	8	62%	9	82%	2	9%	0	0%	1	4%	0	0%	0	0%	0	0%
	1-4 days	43	51%	3	23%	1	9%	14	64%	0	0%	20	87%	0	0%	0	0%	5	42%
	5-8 days	13	15%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%	0	0%	7	58%
	more than 8 days	1	1%	0	0%	0	0%	0	0%	0	0%	1	4%	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	79	94%	13	100%	8	73%	22	100%	0	0%	22	96%	0	0%	0	0%	11	92%
	No	3	4%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	1	1%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	2	2%	0	0%	0	0%	1	5%	0	0%	1	4%	0	0%	0	0%	0	0%
	once/year	80	95%	12	92%	10	91%	21	95%	0	0%	22	96%	0	0%	0	0%	12	100%
Who evaluates?	supervisor	47	56%	7	54%	8	73%	14	64%	0	0%	11	48%	0	0%	0	0%	4	33%
	administrator	26	31%	6	46%	2	18%	7	32%	0	0%	8	35%	0	0%	0	0%	3	25%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	8	10%	0	0%	0	0%	1	5%	0	0%	2	9%	0	0%	0	0%	5	42%
My supervisor helps me be effective in my job.	agree/strongly	65	77%	10	77%	7	64%	22	100%	0	0%	16	70%	0	0%	0	0%	8	67%
	neither	11	13%	2	15%	2	18%	0	0%	0	0%	4	17%	0	0%	0	0%	3	25%
	disagree/ strongly	6	7%	1	8%	2	18%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	76	90%	10	77%	10	91%	22	100%	0	0%	19	83%	0	0%	0	0%	12	100%
	No	8	10%	3	23%	1	9%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
Is it accurate?	Yes	64	76%	6	46%	8	73%	21	95%	0	0%	15	65%	0	0%	0	0%	11	92%
	No	18	21%	7	54%	3	27%	1	5%	0	0%	6	26%	0	0%	0	0%	1	8%
Duties beyond primary ones?	Yes	49	58%	9	69%	9	82%	11	50%	0	0%	12	52%	0	0%	0	0%	7	58%
	No	34	40%	4	31%	2	18%	11	50%	0	0%	10	43%	0	0%	0	0%	5	42%
% beyond primary responsibilities	0%	26	31%	3	23%	1	9%	10	45%	0	0%	9	39%	0	0%	0	0%	3	25%
	1-10%	30	36%	3	23%	7	64%	7	32%	0	0%	8	35%	0	0%	0	0%	4	33%
	11-15%	8	10%	3	23%	1	9%	1	5%	0	0%	1	4%	0	0%	0	0%	2	17%
	16-25%	6	7%	2	15%	1	9%	0	0%	0	0%	2	9%	0	0%	0	0%	1	8%
	more than 25%	9	11%	2	15%	1	9%	2	9%	0	0%	2	9%	0	0%	0	0%	2	17%
Have adequate tools to do your job?	agree/strongly	66	79%	10	77%	7	64%	22	100%	0	0%	16	70%	0	0%	0	0%	8	67%
	neither	10	12%	2	15%	1	9%	0	0%	0	0%	5	22%	0	0%	0	0%	2	17%
	disagree/ strongly	8	10%	1	8%	3	27%	0	0%	0	0%	2	9%	0	0%	0	0%	2	17%
Employ monitors for every bus?	Yes	16	19%	3	23%	2	18%	6	27%	0	0%	5	22%	0	0%	0	0%	0	0%
	No	58	69%	9	69%	5	45%	15	68%	0	0%	17	74%	0	0%	0	0%	11	92%
Administer medications?	Yes	16	19%	3	23%	2	18%	6	27%	0	0%	5	22%	0	0%	0	0%	0	0%
	No	61	73%	8	62%	11	100%	21	95%	0	0%	18	78%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	22	26%	4	31%	0	0%	1	5%	0	0%	5	22%	0	0%	0	0%	12	100%
	No	1	1%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	15	18%	2	15%	1	9%	6	27%	0	0%	6	26%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	56	67%	9	69%	5	45%	19	86%	0	0%	14	61%	0	0%	0	0%	7	58%
	No	26	31%	4	31%	6	55%	2	9%	0	0%	9	39%	0	0%	0	0%	4	33%
Seniority recognized for awarding job positions?	Yes	35	42%	2	15%	2	18%	9	41%	0	0%	13	57%	0	0%	0	0%	9	75%
	No	37	44%	6	46%	7	64%	11	50%	0	0%	8	35%	0	0%	0	0%	3	25%

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Instructional Assistants expected to cover classes?	Yes	9	11%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	0	0%
	No	13	15%	0	0%	0	0%	0	0%	0	0%	13	57%	0	0%	0	0%	0	0%
	not applicable	61	73%	13	100%	11	100%	22	100%	0	0%	0	0%	0	0%	0	0%	12	100%
If so, how often?	once/week	4	5%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	2-3 times/week	3	4%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	4-5 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	9%	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	74	88%	13	100%	11	100%	22	100%	0	0%	13	57%	0	0%	0	0%	12	100%
Work Environment																			
Work in a safe environment?	Yes	80	95%	12	92%	9	82%	22	100%	0	0%	23	100%	0	0%	0	0%	11	92%
	No	3	4%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
District's student discipline policy consistently followed?	Yes	54	64%	8	62%	5	45%	15	68%	0	0%	15	65%	0	0%	0	0%	8	67%
	No	21	25%	3	23%	2	18%	5	23%	0	0%	7	30%	0	0%	0	0%	4	33%
Trained on student discipline policies and processes?	Yes	34	40%	6	46%	2	18%	3	14%	0	0%	10	43%	0	0%	0	0%	12	100%
	No	43	51%	5	38%	6	55%	18	82%	0	0%	12	52%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	9	11%	1	8%	2	18%	0	0%	0	0%	3	13%	0	0%	0	0%	3	25%
	No	69	82%	10	77%	7	64%	20	91%	0	0%	20	87%	0	0%	0	0%	9	75%
Bullying or harassment by supervisor an issue?	Yes	5	6%	2	15%	2	18%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	75	89%	9	69%	8	73%	21	95%	0	0%	22	96%	0	0%	0	0%	12	100%
Enjoy working in this school district?	agree/strongly	73	87%	11	85%	9	82%	22	100%	0	0%	19	83%	0	0%	0	0%	9	75%
	neither	10	12%	1	8%	2	18%	0	0%	0	0%	4	17%	0	0%	0	0%	3	25%
	disagree/ strongly	1	1%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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