

2011 KEA ESP Survey Results: Montgomery County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		113		15		9		29		2		38		1		0		13	
Demographics																			
Job category	Clerical	15	13%																
	Custodial	9	8%																
	Food Services	29	26%																
	Inst. Assts.	38	34%																
	Health/Student Services	2	2%																
	Skilled Trades	1	1%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	13	12%																
Work location	Elementary	66	58%	6	40%	0	0%	15	52%	0	0%	31	82%	0	0%	0	0%	0	0%
	Middle	14	12%	3	20%	0	0%	7	24%	0	0%	3	8%	0	0%	0	0%	0	0%
	High School	8	7%	1	7%	0	0%	7	24%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	6	5%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	38%
	Other Dist. Site	6	5%	4	27%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	Combination	7	6%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	5	38%
Years employed	1 year	13	12%	0	0%	0	0%	5	17%	0	0%	4	11%	0	0%	0	0%	2	15%
	2-5 years	21	19%	3	20%	0	0%	4	14%	0	0%	7	18%	0	0%	0	0%	2	15%
	6-9 years	25	22%	1	7%	0	0%	6	21%	0	0%	9	24%	0	0%	0	0%	4	31%
	10-14 years	18	16%	1	7%	0	0%	4	14%	0	0%	8	21%	0	0%	0	0%	3	23%
	15-19 years	17	15%	4	27%	0	0%	5	17%	0	0%	3	8%	0	0%	0	0%	2	15%
	20-24 years	9	8%	3	20%	0	0%	1	3%	0	0%	5	13%	0	0%	0	0%	0	0%
	25 or more	10	9%	3	20%	0	0%	4	14%	0	0%	2	5%	0	0%	0	0%	0	0%
Years in district	1 year	17	15%	4	27%	0	0%	5	17%	0	0%	3	8%	0	0%	0	0%	2	15%
	2-5 years	9	8%	3	20%	0	0%	1	3%	0	0%	5	13%	0	0%	0	0%	0	0%
	6-9 years	10	9%	3	20%	0	0%	4	14%	0	0%	2	5%	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	15	13%	0	0%	0	0%	6	21%	0	0%	5	13%	0	0%	0	0%	2	15%
	20-24 years	25	22%	3	20%	0	0%	5	17%	0	0%	9	24%	0	0%	0	0%	3	23%
	25 or more	23	20%	2	13%	0	0%	5	17%	0	0%	7	18%	0	0%	0	0%	4	31%

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Education level	HS or GED	53	47%	8	53%	0	0%	23	79%	0	0%	11	29%	0	0%	0	0%	3	23%
	tech/vocational	13	12%	2	13%	0	0%	2	7%	0	0%	2	5%	0	0%	0	0%	5	38%
	some college	24	21%	2	13%	0	0%	3	10%	0	0%	13	34%	0	0%	0	0%	3	23%
	associate's	8	7%	1	7%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	1	8%
	bachelor's	11	10%	2	13%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	1	8%
	master's	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs in district?	None	89	79%	11	73%	0	0%	25	86%	0	0%	26	68%	0	0%	0	0%	12	92%
	1	17	15%	2	13%	0	0%	3	10%	0	0%	9	24%	0	0%	0	0%	1	8%
	2	4	4%	2	13%	0	0%	1	3%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	84	74%	12	80%	0	0%	23	79%	0	0%	31	82%	0	0%	0	0%	9	69%
	1	24	21%	1	7%	0	0%	6	21%	0	0%	7	18%	0	0%	0	0%	3	23%
	2	5	4%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
Hours worked per week	0-10 hours	2	2%	1	7%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	5	4%	0	0%	0	0%	1	3%	0	0%	2	5%	0	0%	0	0%	0	0%
	21-30 hours	20	18%	1	7%	0	0%	12	41%	0	0%	4	11%	0	0%	0	0%	1	8%
	31-40 hours	78	69%	10	67%	0	0%	15	52%	0	0%	30	79%	0	0%	0	0%	11	85%
	over 40 hours	7	6%	2	13%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	8%
Earn more than half household income?	Yes	72	64%	9	60%	0	0%	16	55%	0	0%	32	84%	0	0%	0	0%	4	31%
	No	31	27%	4	27%	0	0%	7	24%	0	0%	6	16%	0	0%	0	0%	7	54%
Gender	Female	94	83%	15	100%	0	0%	26	90%	0	0%	38	100%	0	0%	0	0%	3	23%
	Male	15	13%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	9	69%
Age	under 25	2	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	25-29	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	30-39	20	18%	1	7%	0	0%	3	10%	0	0%	11	29%	0	0%	0	0%	1	8%
	40-49	26	23%	3	20%	0	0%	3	10%	0	0%	12	32%	0	0%	0	0%	2	15%
	50-59	42	37%	11	73%	0	0%	12	41%	0	0%	8	21%	0	0%	0	0%	5	38%
	60-64	11	10%	0	0%	0	0%	4	14%	0	0%	4	11%	0	0%	0	0%	2	15%
	65 or older	9	8%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%	0	0%	3	23%

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Working Conditions																			
Job description?	Yes	112	99%	15	100%	0	0%	29	100%	0	0%	38	100%	0	0%	0	0%	12	92%
	No	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%
Is it accurate?	Yes	86	76%	10	67%	0	0%	25	86%	0	0%	25	66%	0	0%	0	0%	13	100%
	No	26	23%	5	33%	0	0%	3	10%	0	0%	13	34%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	73	65%	14	93%	0	0%	20	69%	0	0%	21	55%	0	0%	0	0%	7	54%
	No	38	34%	1	7%	0	0%	9	31%	0	0%	16	42%	0	0%	0	0%	6	46%
% beyond primary responsibilities	0%	33	29%	1	7%	0	0%	9	31%	0	0%	12	32%	0	0%	0	0%	6	46%
	1-10%	40	35%	5	33%	0	0%	14	48%	0	0%	13	34%	0	0%	0	0%	2	15%
	11-15%	16	14%	5	33%	0	0%	1	3%	0	0%	2	5%	0	0%	0	0%	4	31%
	16-25%	8	7%	1	7%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	0	0%
	more than 25%	9	8%	1	7%	0	0%	2	7%	0	0%	3	8%	0	0%	0	0%	1	8%
Have adequate tools to do your job?	agree/strongly	80	71%	11	73%	0	0%	28	97%	0	0%	20	53%	0	0%	0	0%	11	85%
	neither	15	13%	2	13%	0	0%	0	0%	0	0%	8	21%	0	0%	0	0%	1	8%
	disagree/ strongly	18	16%	2	13%	0	0%	1	3%	0	0%	10	26%	0	0%	0	0%	1	8%
Employ monitors for every bus?	Yes	17	15%	1	7%	0	0%	5	17%	0	0%	7	18%	0	0%	0	0%	0	0%
	No	80	71%	14	93%	0	0%	13	45%	0	0%	30	79%	0	0%	0	0%	12	92%
Administer medications?	Yes	17	15%	1	7%	0	0%	5	17%	0	0%	7	18%	0	0%	0	0%	0	0%
	No	80	71%	11	73%	0	0%	26	90%	0	0%	22	58%	0	0%	0	0%	9	69%
If so, properly trained?	Yes	26	23%	4	27%	0	0%	0	0%	0	0%	15	39%	0	0%	0	0%	3	23%
	No	3	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	8%
	not applicable	34	30%	1	7%	0	0%	12	41%	0	0%	10	26%	0	0%	0	0%	6	46%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	51	45%	9	60%	0	0%	15	52%	0	0%	13	34%	0	0%	0	0%	7	54%
	No	57	50%	6	40%	0	0%	11	38%	0	0%	25	66%	0	0%	0	0%	5	38%
Seniority recognized for awarding job positions?	Yes	20	18%	4	27%	0	0%	4	14%	0	0%	8	21%	0	0%	0	0%	2	15%
	No	77	68%	9	60%	0	0%	19	66%	0	0%	26	68%	0	0%	0	0%	10	77%

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Instructional Assistants expected to cover classes?	Yes	16	14%	0	0%	0	0%	0	0%	0	0%	16	42%	0	0%	0	0%	0	0%
	No	21	19%	0	0%	0	0%	0	0%	0	0%	21	55%	0	0%	0	0%	0	0%
	not applicable	75	66%	15	100%	0	0%	29	100%	0	0%	0	0%	0	0%	0	0%	13	100%
If so, how often?	once/week	7	6%	0	0%	0	0%	0	0%	0	0%	7	18%	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	3	3%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	6-10 times/week	3	3%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	more than 10 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%
	not applicable	96	85%	15	100%	0	0%	29	100%	0	0%	21	55%	0	0%	0	0%	13	100%
Work Environment																			
Work in a safe environment?	Yes	103	91%	14	93%	0	0%	28	97%	0	0%	32	84%	0	0%	0	0%	13	100%
	No	10	9%	1	7%	0	0%	1	3%	0	0%	6	16%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	55	49%	8	53%	0	0%	15	52%	0	0%	17	45%	0	0%	0	0%	5	38%
	No	42	37%	5	33%	0	0%	6	21%	0	0%	18	47%	0	0%	0	0%	7	54%
Trained on student discipline policies and processes?	Yes	44	39%	4	27%	0	0%	7	24%	0	0%	19	50%	0	0%	0	0%	8	62%
	No	57	50%	9	60%	0	0%	17	59%	0	0%	17	45%	0	0%	0	0%	3	23%
Peer to peer bullying or harassment an issue?	Yes	26	23%	4	27%	0	0%	6	21%	0	0%	10	26%	0	0%	0	0%	2	15%
	No	79	70%	9	60%	0	0%	22	76%	0	0%	26	68%	0	0%	0	0%	10	77%
Bullying or harassment by supervisor an issue?	Yes	14	12%	2	13%	0	0%	3	10%	0	0%	2	5%	0	0%	0	0%	1	8%
	No	92	81%	11	73%	0	0%	23	79%	0	0%	36	95%	0	0%	0	0%	12	92%
Enjoy working in this school district?	agree/strongly	90	80%	13	87%	0	0%	23	79%	0	0%	31	82%	0	0%	0	0%	10	77%
	neither	13	12%	0	0%	0	0%	3	10%	0	0%	5	13%	0	0%	0	0%	2	15%
	disagree/ strongly	7	6%	1	7%	0	0%	2	7%	0	0%	2	5%	0	0%	0	0%	1	8%

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