

2011 KEA ESP Survey Results: Morgan County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		42		2		4		14		0		16		0		0		5	
Demographics																			
Job category	Clerical	2	5%																
	Custodial	4	10%																
	Food Services	14	33%																
	Inst. Assts.	16	38%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	5	12%																
Work location	Elementary	24	57%	0	0%	0	0%	7	50%	0	0%	11	69%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	13	31%	0	0%	0	0%	7	50%	0	0%	5	31%	0	0%	0	0%	0	0%
	District Wide	5	12%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	2-5 years	9	21%	0	0%	0	0%	3	21%	0	0%	5	31%	0	0%	0	0%	0	0%
	6-9 years	8	19%	0	0%	0	0%	3	21%	0	0%	2	13%	0	0%	0	0%	0	0%
	10-14 years	9	21%	0	0%	0	0%	3	21%	0	0%	3	19%	0	0%	0	0%	0	0%
	15-19 years	9	21%	0	0%	0	0%	3	21%	0	0%	3	19%	0	0%	0	0%	0	0%
	20-24 years	4	10%	0	0%	0	0%	1	7%	0	0%	2	13%	0	0%	0	0%	0	0%
	25 or more	2	5%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	9	21%	0	0%	0	0%	3	21%	0	0%	3	19%	0	0%	0	0%	0	0%
	2-5 years	4	10%	0	0%	0	0%	1	7%	0	0%	2	13%	0	0%	0	0%	0	0%
	6-9 years	2	5%	0	0%	0	0%	1	7%	0	0%	0	0%	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	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	20-24 years	11	26%	0	0%	0	0%	3	21%	0	0%	6	38%	0	0%	0	0%	0	0%
25 or more	6	14%	0	0%	0	0%	3	21%	0	0%	1	6%	0	0%	0	0%	0	0%	

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Education level	HS or GED	24	57%	0	0%	0	0%	9	64%	0	0%	7	44%	0	0%	0	0%	0	0%
	tech/vocational	5	12%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	some college	8	19%	0	0%	0	0%	4	29%	0	0%	3	19%	0	0%	0	0%	0	0%
	associate's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	2	5%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	30	71%	0	0%	0	0%	10	71%	0	0%	10	63%	0	0%	0	0%	0	0%
	1	5	12%	0	0%	0	0%	1	7%	0	0%	3	19%	0	0%	0	0%	0	0%
	2	4	10%	0	0%	0	0%	2	14%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	35	83%	0	0%	0	0%	12	86%	0	0%	14	88%	0	0%	0	0%	0	0%
	1	5	12%	0	0%	0	0%	1	7%	0	0%	1	6%	0	0%	0	0%	0	0%
	2	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	5	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	7	17%	0	0%	0	0%	7	50%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	30	71%	0	0%	0	0%	7	50%	0	0%	16	100%	0	0%	0	0%	0	0%
	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	31	74%	0	0%	0	0%	10	71%	0	0%	14	88%	0	0%	0	0%	0	0%
	No	10	24%	0	0%	0	0%	3	21%	0	0%	2	13%	0	0%	0	0%	0	0%
Gender	Female	37	88%	0	0%	0	0%	14	100%	0	0%	15	94%	0	0%	0	0%	0	0%
	Male	4	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	7	17%	0	0%	0	0%	3	21%	0	0%	3	19%	0	0%	0	0%	0	0%
	40-49	9	21%	0	0%	0	0%	3	21%	0	0%	3	19%	0	0%	0	0%	0	0%
	50-59	20	48%	0	0%	0	0%	7	50%	0	0%	7	44%	0	0%	0	0%	0	0%
	60-64	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	65 or older	4	10%	0	0%	0	0%	1	7%	0	0%	1	6%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	42	100%	0	0%	0	0%	14	100%	0	0%	16	100%	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%
Is it accurate?	Yes	35	83%	0	0%	0	0%	13	93%	0	0%	12	75%	0	0%	0	0%	0	0%
	No	7	17%	0	0%	0	0%	1	7%	0	0%	4	25%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	21	50%	0	0%	0	0%	7	50%	0	0%	6	38%	0	0%	0	0%	0	0%
	No	21	50%	0	0%	0	0%	7	50%	0	0%	10	63%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	17	40%	0	0%	0	0%	5	36%	0	0%	8	50%	0	0%	0	0%	0	0%
	1-10%	12	29%	0	0%	0	0%	1	7%	0	0%	6	38%	0	0%	0	0%	0	0%
	11-15%	2	5%	0	0%	0	0%	1	7%	0	0%	1	6%	0	0%	0	0%	0	0%
	16-25%	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	more than 25%	8	19%	0	0%	0	0%	5	36%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	37	88%	0	0%	0	0%	13	93%	0	0%	13	81%	0	0%	0	0%	0	0%
	neither	2	5%	0	0%	0	0%	1	7%	0	0%	1	6%	0	0%	0	0%	0	0%
	disagree/ strongly	3	7%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	3	7%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	38	90%	0	0%	0	0%	12	86%	0	0%	16	100%	0	0%	0	0%	0	0%
Administer medications?	Yes	3	7%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	34	81%	0	0%	0	0%	12	86%	0	0%	14	88%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	5	12%	0	0%	0	0%	1	7%	0	0%	2	13%	0	0%	0	0%	0	0%
	No	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	19	45%	0	0%	0	0%	8	57%	0	0%	8	50%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	23	55%	0	0%	0	0%	4	29%	0	0%	12	75%	0	0%	0	0%	0	0%
	No	18	43%	0	0%	0	0%	9	64%	0	0%	4	25%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	19	45%	0	0%	0	0%	5	36%	0	0%	9	56%	0	0%	0	0%	0	0%
	No	21	50%	0	0%	0	0%	9	64%	0	0%	7	44%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	12	29%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	No	4	10%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	not applicable	26	62%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	14%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	2-3 times/week	2	5%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	more than 10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	30	71%	0	0%	0	0%	14	100%	0	0%	4	25%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	40	95%	0	0%	0	0%	13	93%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	31	74%	0	0%	0	0%	9	64%	0	0%	14	88%	0	0%	0	0%	0	0%
	No	6	14%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	20	48%	0	0%	0	0%	3	21%	0	0%	11	69%	0	0%	0	0%	0	0%
	No	15	36%	0	0%	0	0%	5	36%	0	0%	5	31%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	4	10%	0	0%	0	0%	1	7%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	34	81%	0	0%	0	0%	10	71%	0	0%	14	88%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	37	88%	0	0%	0	0%	9	64%	0	0%	16	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	33	79%	0	0%	0	0%	10	71%	0	0%	14	88%	0	0%	0	0%	0	0%
	neither	7	17%	0	0%	0	0%	4	29%	0	0%	1	6%	0	0%	0	0%	0	0%
	disagree/ strongly	2	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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