

2011 KEA ESP Survey Results: Newport Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		66		12		3		16		4		18		0		2		10		
Demographics																				
Job category	Clerical	12	18%																	
	Custodial	3	5%																	
	Food Services	16	24%																	
	Inst. Assts.	18	27%																	
	Health/Student Services	4	6%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	2	3%																	
	Transportation	10	15%																	
Work location	Elementary	29	44%	4	33%	0	0%	7	44%	0	0%	15	83%	0	0%	0	0%	0	0%	
	Middle	9	14%	2	17%	0	0%	3	19%	0	0%	2	11%	0	0%	0	0%	0	0%	
	High School	9	14%	1	8%	0	0%	4	25%	0	0%	1	6%	0	0%	0	0%	0	0%	
	District Wide	5	8%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%	
	Other Dist. Site	4	6%	3	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%	
	Combination	4	6%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%	
Years employed	1 year	2	3%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%	
	2-5 years	7	11%	2	17%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	1	10%	
	6-9 years	11	17%	0	0%	0	0%	3	19%	0	0%	1	6%	0	0%	0	0%	6	60%	
	10-14 years	15	23%	7	58%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	2	20%	
	15-19 years	11	17%	3	25%	0	0%	2	13%	0	0%	3	17%	0	0%	0	0%	0	0%	
	20-24 years	12	18%	0	0%	0	0%	3	19%	0	0%	8	44%	0	0%	0	0%	1	10%	
	25 or more	8	12%	0	0%	0	0%	4	25%	0	0%	3	17%	0	0%	0	0%	0	0%	
Years in district	1 year	11	17%	3	25%	0	0%	2	13%	0	0%	3	17%	0	0%	0	0%	0	0%	
	2-5 years	12	18%	0	0%	0	0%	3	19%	0	0%	8	44%	0	0%	0	0%	1	10%	
	6-9 years	8	12%	0	0%	0	0%	4	25%	0	0%	3	17%	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	3	5%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	0	0%	
	20-24 years	14	21%	2	17%	0	0%	4	25%	0	0%	3	17%	0	0%	0	0%	3	30%	
	25 or more	10	15%	1	8%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	5	50%	

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

2011 KEA ESP Survey Results: Newport Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	38	58%	6	50%	0	0%	12	75%	0	0%	13	72%	0	0%	0	0%	5	50%
	tech/vocational	3	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	2	20%
	some college	11	17%	4	33%	0	0%	2	13%	0	0%	3	17%	0	0%	0	0%	2	20%
	associate's	2	3%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	5	8%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	49	74%	9	75%	0	0%	13	81%	0	0%	15	83%	0	0%	0	0%	7	70%
	1	9	14%	3	25%	0	0%	3	19%	0	0%	2	11%	0	0%	0	0%	1	10%
	2	5	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	1	10%
Additional jobs outside district?	None	51	77%	9	75%	0	0%	12	75%	0	0%	14	78%	0	0%	0	0%	7	70%
	1	12	18%	3	25%	0	0%	2	13%	0	0%	4	22%	0	0%	0	0%	2	20%
	2	2	3%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	3%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	1	10%
	11-20 hours	2	3%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	1	10%
	21-30 hours	15	23%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%	0	0%	7	70%
	31-40 hours	39	59%	10	83%	0	0%	4	25%	0	0%	17	94%	0	0%	0	0%	0	0%
	over 40 hours	7	11%	2	17%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	1	10%
Earn more than half household income?	Yes	38	58%	5	42%	0	0%	8	50%	0	0%	13	72%	0	0%	0	0%	7	70%
	No	24	36%	7	58%	0	0%	6	38%	0	0%	4	22%	0	0%	0	0%	3	30%
Gender	Female	59	89%	12	100%	0	0%	15	94%	0	0%	17	94%	0	0%	0	0%	7	70%
	Male	4	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%
Age	under 25	1	2%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	11	17%	4	33%	0	0%	1	6%	0	0%	2	11%	0	0%	0	0%	3	30%
	40-49	10	15%	1	8%	0	0%	2	13%	0	0%	3	17%	0	0%	0	0%	1	10%
	50-59	29	44%	2	17%	0	0%	9	56%	0	0%	10	56%	0	0%	0	0%	5	50%
	60-64	10	15%	3	25%	0	0%	3	19%	0	0%	3	17%	0	0%	0	0%	0	0%
	65 or older	4	6%	1	8%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	1	10%

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

2011 KEA ESP Survey Results: Newport Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	11	17%	2	17%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	6	60%
	No	55	83%	10	83%	0	0%	15	94%	0	0%	18	100%	0	0%	0	0%	4	40%
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	8	12%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	40%
	5-8 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	more than 8 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	not applicable	55	83%	10	83%	0	0%	15	94%	0	0%	18	100%	0	0%	0	0%	4	40%
If so, compensated?	Yes	5	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	50%
	No	4	6%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	55	83%	10	83%	0	0%	15	94%	0	0%	18	100%	0	0%	0	0%	4	40%
Benefits a main factor in employment?	Yes	35	53%	7	58%	0	0%	10	63%	0	0%	8	44%	0	0%	0	0%	7	70%
	No	21	32%	4	33%	0	0%	3	19%	0	0%	7	39%	0	0%	0	0%	2	20%
% salary going toward health insurance	0%	7	11%	1	8%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	1-10%	24	36%	7	58%	0	0%	7	44%	0	0%	4	22%	0	0%	0	0%	5	50%
	11-25%	23	35%	3	25%	0	0%	3	19%	0	0%	7	39%	0	0%	0	0%	5	50%
	26-50%	5	8%	1	8%	0	0%	1	6%	0	0%	1	6%	0	0%	0	0%	0	0%
	51-75%	3	5%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	0	0%
	over 75%	1	2%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Newport Independent

		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	23	36%	6	50%	0	0%	6	40%	0	0%	7	39%	0	0%	0	0%	3	30%
	school district	41	64%	8	67%	0	0%	9	60%	0	0%	15	83%	0	0%	0	0%	4	40%
	college	6	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	KEA	1	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	NEA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	14	22%	3	25%	0	0%	1	7%	0	0%	5	28%	0	0%	0	0%	3	30%
From inside district, outside or both?	within school district	32	48%	6	50%	0	0%	11	69%	0	0%	7	39%	0	0%	0	0%	6	60%
	outside school district	7	11%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	2	20%
	both	25	38%	6	50%	0	0%	4	25%	0	0%	10	56%	0	0%	0	0%	2	20%
Do you receive ongoing PD from District?	Yes	41	62%	4	33%	0	0%	6	38%	0	0%	18	100%	0	0%	0	0%	7	70%
	No	23	35%	8	67%	0	0%	8	50%	0	0%	0	0%	0	0%	0	0%	3	30%
How many days?	0 days	20	30%	8	67%	0	0%	7	44%	0	0%	0	0%	0	0%	0	0%	1	10%
	1-4 days	37	56%	3	25%	0	0%	8	50%	0	0%	14	78%	0	0%	0	0%	6	60%
	5-8 days	7	11%	1	8%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	3	30%
	more than 8 days	0	0%	0	0%	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.

2011 KEA ESP Survey Results: Newport Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Job Performance																			
Regularly evaluated?	Yes	46	70%	8	67%	0	0%	15	94%	0	0%	9	50%	0	0%	0	0%	9	90%
	No	18	27%	4	33%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	1	10%
How often?	once/month	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	once/quarter	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	8	12%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	48	73%	11	92%	0	0%	6	38%	0	0%	16	89%	0	0%	0	0%	9	90%
Who evaluates?	supervisor	34	52%	5	42%	0	0%	16	100%	0	0%	5	28%	0	0%	0	0%	5	50%
	administrator	15	23%	7	58%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	4	40%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	12	18%	0	0%	0	0%	0	0%	0	0%	9	50%	0	0%	0	0%	1	10%
My supervisor helps me be effective in my job.	agree/strongly	31	47%	6	50%	0	0%	5	31%	0	0%	11	61%	0	0%	0	0%	4	40%
	neither	22	33%	5	42%	0	0%	5	31%	0	0%	6	33%	0	0%	0	0%	4	40%
	disagree/ strongly	10	15%	1	8%	0	0%	5	31%	0	0%	1	6%	0	0%	0	0%	2	20%

2011 KEA ESP Survey Results: Newport Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Working Conditions																			
Job description?	Yes	54	82%	8	67%	0	0%	12	75%	0	0%	16	89%	0	0%	0	0%	8	80%
	No	12	18%	4	33%	0	0%	4	25%	0	0%	2	11%	0	0%	0	0%	2	20%
Is it accurate?	Yes	33	50%	3	25%	0	0%	8	50%	0	0%	9	50%	0	0%	0	0%	7	70%
	No	32	48%	8	67%	0	0%	8	50%	0	0%	9	50%	0	0%	0	0%	3	30%
Duties beyond primary ones?	Yes	41	62%	11	92%	0	0%	9	56%	0	0%	8	44%	0	0%	0	0%	5	50%
	No	24	36%	1	8%	0	0%	6	38%	0	0%	10	56%	0	0%	0	0%	5	50%
% beyond primary responsibilities	0%	17	26%	1	8%	0	0%	4	25%	0	0%	9	50%	0	0%	0	0%	2	20%
	1-10%	25	38%	1	8%	0	0%	6	38%	0	0%	7	39%	0	0%	0	0%	6	60%
	11-15%	7	11%	3	25%	0	0%	1	6%	0	0%	1	6%	0	0%	0	0%	1	10%
	16-25%	4	6%	1	8%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	0	0%
	more than 25%	11	17%	6	50%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	1	10%
Have adequate tools to do your job?	agree/strongly	46	70%	10	83%	0	0%	7	44%	0	0%	15	83%	0	0%	0	0%	8	80%
	neither	7	11%	1	8%	0	0%	3	19%	0	0%	1	6%	0	0%	0	0%	1	10%
	disagree/ strongly	13	20%	1	8%	0	0%	6	38%	0	0%	2	11%	0	0%	0	0%	1	10%
Employ monitors for every bus?	Yes	55	83%	9	75%	0	0%	12	75%	0	0%	16	89%	0	0%	0	0%	10	100%
	No	4	6%	1	8%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	0	0%
Administer medications?	Yes	55	83%	9	75%	0	0%	12	75%	0	0%	16	89%	0	0%	0	0%	10	100%
	No	45	68%	5	42%	0	0%	14	88%	0	0%	13	72%	0	0%	0	0%	6	60%
If so, properly trained?	Yes	17	26%	7	58%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	4	40%
	No	3	5%	0	0%	0	0%	1	6%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	21	32%	1	8%	0	0%	8	50%	0	0%	7	39%	0	0%	0	0%	3	30%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	25	38%	5	42%	0	0%	3	19%	0	0%	8	44%	0	0%	0	0%	4	40%
	No	40	61%	7	58%	0	0%	13	81%	0	0%	10	56%	0	0%	0	0%	6	60%
Seniority recognized for awarding job positions?	Yes	10	15%	1	8%	0	0%	1	6%	0	0%	4	22%	0	0%	0	0%	3	30%
	No	52	79%	11	92%	0	0%	15	94%	0	0%	11	61%	0	0%	0	0%	7	70%

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

2011 KEA ESP Survey Results: Newport Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Instructional Assistants expected to cover classes?	Yes	7	11%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	No	11	17%	0	0%	0	0%	0	0%	0	0%	11	61%	0	0%	0	0%	0	0%
	not applicable	48	73%	12	100%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	4-5 times/week	3	5%	0	0%	0	0%	0	0%	0	0%	3	17%	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	59	89%	12	100%	0	0%	16	100%	0	0%	11	61%	0	0%	0	0%	10	100%
Work Environment																			
Work in a safe environment?	Yes	55	83%	9	75%	0	0%	11	69%	0	0%	15	83%	0	0%	0	0%	10	100%
	No	10	15%	2	17%	0	0%	5	31%	0	0%	3	17%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	14	21%	4	33%	0	0%	2	13%	0	0%	5	28%	0	0%	0	0%	1	10%
	No	43	65%	6	50%	0	0%	10	63%	0	0%	12	67%	0	0%	0	0%	9	90%
Trained on student discipline policies and processes?	Yes	22	33%	2	17%	0	0%	2	13%	0	0%	11	61%	0	0%	0	0%	5	50%
	No	42	64%	9	75%	0	0%	13	81%	0	0%	7	39%	0	0%	0	0%	5	50%
Peer to peer bullying or harassment an issue?	Yes	25	38%	2	17%	0	0%	7	44%	0	0%	4	22%	0	0%	0	0%	6	60%
	No	36	55%	9	75%	0	0%	6	38%	0	0%	14	78%	0	0%	0	0%	4	40%
Bullying or harassment by supervisor an issue?	Yes	11	17%	1	8%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%	2	20%
	No	49	74%	9	75%	0	0%	10	63%	0	0%	17	94%	0	0%	0	0%	8	80%
Enjoy working in this school district?	agree/strongly	48	73%	5	42%	0	0%	11	69%	0	0%	14	78%	0	0%	0	0%	10	100%
	neither	14	21%	4	33%	0	0%	4	25%	0	0%	4	22%	0	0%	0	0%	0	0%
	disagree/ strongly	3	5%	2	17%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%

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