

**2011 KEA ESP Survey Results: Owen County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		66		8		7		16		2		18		2		1		10	
<b>Demographics</b>																			
Job category	Clerical	8	12%																
	Custodial	7	11%																
	Food Services	16	24%																
	Inst. Assts.	18	27%																
	Health/Student Services	2	3%																
	Skilled Trades	2	3%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	10	15%																
Work location	Elementary	5	8%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	Middle	16	24%	0	0%	0	0%	5	31%	0	0%	5	28%	0	0%	0	0%	0	0%
	High School	14	21%	0	0%	0	0%	6	38%	0	0%	3	17%	0	0%	0	0%	0	0%
	District Wide	11	17%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	4	40%
	Other Dist. Site	5	8%	0	0%	0	0%	3	19%	0	0%	1	6%	0	0%	0	0%	1	10%
	Combination	5	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	40%
Years employed	1 year	5	8%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	1	10%
	2-5 years	21	32%	0	0%	0	0%	3	19%	0	0%	9	50%	0	0%	0	0%	1	10%
	6-9 years	11	17%	0	0%	0	0%	3	19%	0	0%	3	17%	0	0%	0	0%	2	20%
	10-14 years	15	23%	0	0%	0	0%	4	25%	0	0%	2	11%	0	0%	0	0%	3	30%
	15-19 years	4	6%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	1	10%
	20-24 years	4	6%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	1	10%
	25 or more	5	8%	0	0%	0	0%	3	19%	0	0%	1	6%	0	0%	0	0%	1	10%
Years in district	1 year	4	6%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	1	10%
	2-5 years	4	6%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	1	10%
	6-9 years	5	8%	0	0%	0	0%	3	19%	0	0%	1	6%	0	0%	0	0%	1	10%
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	6	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	1	10%
	20-24 years	20	30%	0	0%	0	0%	3	19%	0	0%	9	50%	0	0%	0	0%	1	10%
25 or more	13	20%	0	0%	0	0%	3	19%	0	0%	5	28%	0	0%	0	0%	2	20%	

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Education level	HS or GED	38	58%	0	0%	0	0%	15	94%	0	0%	9	50%	0	0%	0	0%	5	50%
	tech/vocational	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	some college	14	21%	0	0%	0	0%	1	6%	0	0%	3	17%	0	0%	0	0%	4	40%
	associate's	3	5%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	bachelor's	8	12%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	master's	2	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	56	85%	0	0%	0	0%	13	81%	0	0%	17	94%	0	0%	0	0%	6	60%
	1	7	11%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	3	30%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
Additional jobs outside district?	None	46	70%	0	0%	0	0%	9	56%	0	0%	13	72%	0	0%	0	0%	8	80%
	1	13	20%	0	0%	0	0%	3	19%	0	0%	3	17%	0	0%	0	0%	1	10%
	2	5	8%	0	0%	0	0%	2	13%	0	0%	2	11%	0	0%	0	0%	1	10%
Hours worked per week	0-10 hours	1	2%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	4	6%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	3	30%
	21-30 hours	6	9%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%	2	20%
	31-40 hours	44	67%	0	0%	0	0%	7	44%	0	0%	15	83%	0	0%	0	0%	4	40%
	over 40 hours	11	17%	0	0%	0	0%	3	19%	0	0%	3	17%	0	0%	0	0%	1	10%
Earn more than half household income?	Yes	42	64%	0	0%	0	0%	11	69%	0	0%	16	89%	0	0%	0	0%	5	50%
	No	22	33%	0	0%	0	0%	5	31%	0	0%	2	11%	0	0%	0	0%	5	50%
Gender	Female	58	88%	0	0%	0	0%	15	94%	0	0%	17	94%	0	0%	0	0%	6	60%
	Male	7	11%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	4	40%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	25-29	7	11%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	1	10%
	30-39	11	17%	0	0%	0	0%	1	6%	0	0%	5	28%	0	0%	0	0%	1	10%
	40-49	28	42%	0	0%	0	0%	5	31%	0	0%	10	56%	0	0%	0	0%	3	30%
	50-59	16	24%	0	0%	0	0%	9	56%	0	0%	1	6%	0	0%	0	0%	3	30%
	60-64	1	2%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	20%

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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	3%	0	0%	0	0%	0	0%	0	0%	1	6%	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	62	95%	0	0%	0	0%	15	100%	0	0%	16	89%	0	0%	0	0%	10	100%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	13	20%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	2	20%
	No	52	79%	0	0%	0	0%	15	94%	0	0%	10	56%	0	0%	0	0%	8	80%
Satisfied with KEA?	satisfied/very	5	8%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	1	10%
	neither	2	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	unsatisfied/ very	3	5%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	not applicable	52	79%	0	0%	0	0%	15	94%	0	0%	10	56%	0	0%	0	0%	8	80%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	6	9%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	59	89%	0	0%	0	0%	11	69%	0	0%	18	100%	0	0%	0	0%	10	100%
If so, how many hours?	0 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	5	8%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%	0	0%	0	0%
	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	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	59	89%	0	0%	0	0%	11	69%	0	0%	18	100%	0	0%	0	0%	10	100%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	5	8%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	59	89%	0	0%	0	0%	11	69%	0	0%	18	100%	0	0%	0	0%	10	100%
Benefits a main factor in employment?	Yes	38	58%	0	0%	0	0%	11	69%	0	0%	10	56%	0	0%	0	0%	5	50%
	No	19	29%	0	0%	0	0%	3	19%	0	0%	5	28%	0	0%	0	0%	5	50%
% salary going toward health insurance	0%	18	27%	0	0%	0	0%	4	25%	0	0%	6	33%	0	0%	0	0%	3	30%
	1-10%	31	47%	0	0%	0	0%	10	63%	0	0%	6	33%	0	0%	0	0%	4	40%
	11-25%	10	15%	0	0%	0	0%	1	6%	0	0%	4	22%	0	0%	0	0%	2	20%
	26-50%	3	5%	0	0%	0	0%	1	6%	0	0%	1	6%	0	0%	0	0%	0	0%
	51-75%	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	over 75%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%

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<b>Training and PD</b>																			
Where received initial training?	department	20	31%	0	0%	0	0%	4	27%	0	0%	5	29%	0	0%	0	0%	4	40%
	school district	42	66%	0	0%	0	0%	11	73%	0	0%	14	82%	0	0%	0	0%	5	50%
	college	5	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	1	10%
	KEA	3	5%	0	0%	0	0%	2	13%	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	9	14%	0	0%	0	0%	1	7%	0	0%	2	12%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	42	64%	0	0%	0	0%	13	81%	0	0%	11	61%	0	0%	0	0%	8	80%
	outside school district	8	12%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	1	10%
	both	12	18%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	1	10%
Do you receive ongoing PD from District?	Yes	13	20%	0	0%	0	0%	6	38%	0	0%	1	6%	0	0%	0	0%	3	30%
	No	47	71%	0	0%	0	0%	9	56%	0	0%	14	78%	0	0%	0	0%	5	50%
How many days?	0 days	32	48%	0	0%	0	0%	3	19%	0	0%	10	56%	0	0%	0	0%	4	40%
	1-4 days	16	24%	0	0%	0	0%	6	38%	0	0%	3	17%	0	0%	0	0%	5	50%
	5-8 days	5	8%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 days	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Job Performance</b>																			
Regularly evaluated?	Yes	63	95%	0	0%	0	0%	15	94%	0	0%	16	89%	0	0%	0	0%	10	100%
	No	3	5%	0	0%	0	0%	1	6%	0	0%	2	11%	0	0%	0	0%	0	0%
How often?	once/month	1	2%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	4	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	59	89%	0	0%	0	0%	14	88%	0	0%	18	100%	0	0%	0	0%	9	90%
Who evaluates?	supervisor	45	68%	0	0%	0	0%	14	88%	0	0%	4	22%	0	0%	0	0%	9	90%
	administrator	12	18%	0	0%	0	0%	0	0%	0	0%	9	50%	0	0%	0	0%	0	0%
	colleagues	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	combination of people	6	9%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	51	77%	0	0%	0	0%	13	81%	0	0%	16	89%	0	0%	0	0%	6	60%
	neither	8	12%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	2	20%
	disagree/ strongly	6	9%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	2	20%

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<b>Working Conditions</b>																			
Job description?	Yes	64	97%	0	0%	0	0%	15	94%	0	0%	17	94%	0	0%	0	0%	10	100%
	No	2	3%	0	0%	0	0%	1	6%	0	0%	1	6%	0	0%	0	0%	0	0%
Is it accurate?	Yes	52	79%	0	0%	0	0%	15	94%	0	0%	14	78%	0	0%	0	0%	8	80%
	No	13	20%	0	0%	0	0%	1	6%	0	0%	3	17%	0	0%	0	0%	2	20%
Duties beyond primary ones?	Yes	35	53%	0	0%	0	0%	6	38%	0	0%	8	44%	0	0%	0	0%	6	60%
	No	29	44%	0	0%	0	0%	9	56%	0	0%	9	50%	0	0%	0	0%	4	40%
% beyond primary responsibilities	0%	16	24%	0	0%	0	0%	3	19%	0	0%	6	33%	0	0%	0	0%	3	30%
	1-10%	33	50%	0	0%	0	0%	11	69%	0	0%	8	44%	0	0%	0	0%	4	40%
	11-15%	8	12%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	2	20%
	16-25%	2	3%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	more than 25%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
Have adequate tools to do your job?	agree/strongly	53	80%	0	0%	0	0%	15	94%	0	0%	14	78%	0	0%	0	0%	6	60%
	neither	6	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	1	10%
	disagree/ strongly	7	11%	0	0%	0	0%	1	6%	0	0%	2	11%	0	0%	0	0%	3	30%
Employ monitors for every bus?	Yes	34	52%	0	0%	0	0%	8	50%	0	0%	12	67%	0	0%	0	0%	2	20%
	No	28	42%	0	0%	0	0%	8	50%	0	0%	6	33%	0	0%	0	0%	8	80%
Administer medications?	Yes	34	52%	0	0%	0	0%	8	50%	0	0%	12	67%	0	0%	0	0%	2	20%
	No	51	77%	0	0%	0	0%	15	94%	0	0%	10	56%	0	0%	0	0%	8	80%
If so, properly trained?	Yes	14	21%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	2	20%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	17	26%	0	0%	0	0%	7	44%	0	0%	3	17%	0	0%	0	0%	3	30%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	43	65%	0	0%	0	0%	8	50%	0	0%	12	67%	0	0%	0	0%	5	50%
	No	21	32%	0	0%	0	0%	7	44%	0	0%	5	28%	0	0%	0	0%	5	50%
Seniority recognized for awarding job positions?	Yes	31	47%	0	0%	0	0%	4	25%	0	0%	15	83%	0	0%	0	0%	6	60%
	No	31	47%	0	0%	0	0%	11	69%	0	0%	2	11%	0	0%	0	0%	3	30%

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Instructional Assistants expected to cover classes?	Yes	4	6%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	No	13	20%	0	0%	0	0%	0	0%	0	0%	13	72%	0	0%	0	0%	0	0%
	not applicable	48	73%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	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	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	not applicable	61	92%	0	0%	0	0%	16	100%	0	0%	13	72%	0	0%	0	0%	10	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	53	80%	0	0%	0	0%	8	50%	0	0%	18	100%	0	0%	0	0%	7	70%
	No	11	17%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%	0	0%	2	20%
District's student discipline policy consistently followed?	Yes	40	61%	0	0%	0	0%	2	13%	0	0%	16	89%	0	0%	0	0%	6	60%
	No	20	30%	0	0%	0	0%	9	56%	0	0%	2	11%	0	0%	0	0%	3	30%
Trained on student discipline policies and processes?	Yes	33	50%	0	0%	0	0%	4	25%	0	0%	16	89%	0	0%	0	0%	5	50%
	No	29	44%	0	0%	0	0%	10	63%	0	0%	1	6%	0	0%	0	0%	4	40%
Peer to peer bullying or harassment an issue?	Yes	10	15%	0	0%	0	0%	2	13%	0	0%	2	11%	0	0%	0	0%	1	10%
	No	54	82%	0	0%	0	0%	13	81%	0	0%	15	83%	0	0%	0	0%	9	90%
Bullying or harassment by supervisor an issue?	Yes	3	5%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	62	94%	0	0%	0	0%	15	94%	0	0%	17	94%	0	0%	0	0%	10	100%
Enjoy working in this school district?	agree/strongly	56	85%	0	0%	0	0%	15	94%	0	0%	17	94%	0	0%	0	0%	7	70%
	neither	6	9%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	3	30%
	disagree/ strongly	4	6%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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