

2011 KEA ESP Survey Results: Rowan County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		118		24		14		18		5		46		1		0		10	
Demographics																			
Job category	Clerical	24	20%																
	Custodial	14	12%																
	Food Services	18	15%																
	Inst. Assts.	46	39%																
	Health/Student Services	5	4%																
	Skilled Trades	1	1%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	10	8%																
Work location	Elementary	47	40%	7	29%	8	57%	9	50%	0	0%	19	41%	0	0%	0	0%	1	10%
	Middle	5	4%	2	8%	0	0%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%
	High School	32	27%	6	25%	6	43%	8	44%	0	0%	10	22%	0	0%	0	0%	0	0%
	District Wide	8	7%	1	4%	0	0%	1	6%	0	0%	2	4%	0	0%	0	0%	3	30%
	Other Dist. Site	10	8%	7	29%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	1	10%
	Combination	5	4%	1	4%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	3	30%
Years employed	1 year	7	6%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%	0	0%	1	10%
	2-5 years	27	23%	3	13%	8	57%	2	11%	0	0%	10	22%	0	0%	0	0%	4	40%
	6-9 years	21	18%	3	13%	5	36%	0	0%	0	0%	9	20%	0	0%	0	0%	2	20%
	10-14 years	22	19%	5	21%	1	7%	5	28%	0	0%	8	17%	0	0%	0	0%	1	10%
	15-19 years	13	11%	0	0%	0	0%	4	22%	0	0%	7	15%	0	0%	0	0%	1	10%
	20-24 years	14	12%	7	29%	0	0%	1	6%	0	0%	6	13%	0	0%	0	0%	0	0%
	25 or more	14	12%	6	25%	0	0%	1	6%	0	0%	6	13%	0	0%	0	0%	1	10%
Years in district	1 year	13	11%	0	0%	0	0%	4	22%	0	0%	7	15%	0	0%	0	0%	1	10%
	2-5 years	14	12%	7	29%	0	0%	1	6%	0	0%	6	13%	0	0%	0	0%	0	0%
	6-9 years	14	12%	6	25%	0	0%	1	6%	0	0%	6	13%	0	0%	0	0%	1	10%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	8	7%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%	0	0%	1	10%
	20-24 years	29	25%	3	13%	9	64%	2	11%	0	0%	11	24%	0	0%	0	0%	4	40%
	25 or more	22	19%	3	13%	5	36%	0	0%	0	0%	10	22%	0	0%	0	0%	2	20%

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Education level	HS or GED	50	42%	7	29%	10	71%	13	72%	0	0%	16	35%	0	0%	0	0%	4	40%
	tech/vocational	7	6%	2	8%	1	7%	1	6%	0	0%	2	4%	0	0%	0	0%	1	10%
	some college	30	25%	9	38%	2	14%	3	17%	0	0%	13	28%	0	0%	0	0%	3	30%
	associate's	13	11%	5	21%	0	0%	1	6%	0	0%	3	7%	0	0%	0	0%	1	10%
	bachelor's	14	12%	1	4%	1	7%	0	0%	0	0%	10	22%	0	0%	0	0%	1	10%
	master's	3	3%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Additional jobs in district?	None	89	75%	17	71%	11	79%	14	78%	0	0%	37	80%	0	0%	0	0%	5	50%
	1	21	18%	6	25%	1	7%	2	11%	0	0%	7	15%	0	0%	0	0%	4	40%
	2	6	5%	1	4%	2	14%	2	11%	0	0%	0	0%	0	0%	0	0%	1	10%
Additional jobs outside district?	None	88	75%	19	79%	10	71%	14	78%	0	0%	35	76%	0	0%	0	0%	5	50%
	1	26	22%	4	17%	4	29%	4	22%	0	0%	9	20%	0	0%	0	0%	4	40%
	2	4	3%	1	4%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	1	10%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%
	21-30 hours	7	6%	0	0%	1	7%	2	11%	0	0%	0	0%	0	0%	0	0%	4	40%
	31-40 hours	86	73%	19	79%	10	71%	14	78%	0	0%	37	80%	0	0%	0	0%	2	20%
	over 40 hours	19	16%	3	13%	3	21%	1	6%	0	0%	9	20%	0	0%	0	0%	1	10%
Earn more than half household income?	Yes	80	68%	21	88%	7	50%	10	56%	0	0%	32	70%	0	0%	0	0%	4	40%
	No	35	30%	2	8%	7	50%	8	44%	0	0%	12	26%	0	0%	0	0%	6	60%
Gender	Female	102	86%	24	100%	5	36%	18	100%	0	0%	43	93%	0	0%	0	0%	6	60%
	Male	15	13%	0	0%	9	64%	0	0%	0	0%	2	4%	0	0%	0	0%	4	40%
Age	under 25	2	2%	0	0%	1	7%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	3	3%	1	4%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	30-39	15	13%	1	4%	0	0%	3	17%	0	0%	7	15%	0	0%	0	0%	2	20%
	40-49	39	33%	15	63%	3	21%	5	28%	0	0%	12	26%	0	0%	0	0%	1	10%
	50-59	41	35%	4	17%	7	50%	8	44%	0	0%	17	37%	0	0%	0	0%	5	50%
	60-64	11	9%	3	13%	1	7%	1	6%	0	0%	4	9%	0	0%	0	0%	2	20%
	65 or older	7	6%	0	0%	2	14%	1	6%	0	0%	4	9%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	113	96%	22	92%	14	100%	18	100%	0	0%	43	93%	0	0%	0	0%	10	100%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Is it accurate?	Yes	90	76%	17	71%	12	86%	17	94%	0	0%	30	65%	0	0%	0	0%	9	90%
	No	23	19%	5	21%	2	14%	1	6%	0	0%	14	30%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	68	58%	17	71%	11	79%	7	39%	0	0%	27	59%	0	0%	0	0%	3	30%
	No	45	38%	5	21%	3	21%	10	56%	0	0%	17	37%	0	0%	0	0%	7	70%
% beyond primary responsibilities	0%	33	28%	5	21%	2	14%	8	44%	0	0%	9	20%	0	0%	0	0%	7	70%
	1-10%	46	39%	8	33%	7	50%	6	33%	0	0%	21	46%	0	0%	0	0%	2	20%
	11-15%	10	8%	3	13%	2	14%	1	6%	0	0%	3	7%	0	0%	0	0%	0	0%
	16-25%	9	8%	4	17%	1	7%	0	0%	0	0%	4	9%	0	0%	0	0%	0	0%
	more than 25%	12	10%	1	4%	2	14%	1	6%	0	0%	6	13%	0	0%	0	0%	1	10%
Have adequate tools to do your job?	agree/strongly	86	73%	19	79%	9	64%	12	67%	0	0%	33	72%	0	0%	0	0%	7	70%
	neither	13	11%	2	8%	2	14%	2	11%	0	0%	5	11%	0	0%	0	0%	2	20%
	disagree/ strongly	15	13%	1	4%	3	21%	3	17%	0	0%	7	15%	0	0%	0	0%	1	10%
Employ monitors for every bus?	Yes	67	57%	13	54%	10	71%	11	61%	0	0%	21	46%	0	0%	0	0%	8	80%
	No	37	31%	7	29%	3	21%	4	22%	0	0%	20	43%	0	0%	0	0%	2	20%
Administer medications?	Yes	67	57%	13	54%	10	71%	11	61%	0	0%	21	46%	0	0%	0	0%	8	80%
	No	99	84%	21	88%	14	100%	17	94%	0	0%	36	78%	0	0%	0	0%	8	80%
If so, properly trained?	Yes	13	11%	0	0%	0	0%	1	6%	0	0%	8	17%	0	0%	0	0%	1	10%
	No	3	3%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	1	10%
	not applicable	23	19%	2	8%	5	36%	4	22%	0	0%	8	17%	0	0%	0	0%	4	40%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	75	64%	13	54%	6	43%	11	61%	0	0%	34	74%	0	0%	0	0%	8	80%
	No	38	32%	8	33%	8	57%	5	28%	0	0%	12	26%	0	0%	0	0%	2	20%
Seniority recognized for awarding job positions?	Yes	51	43%	6	25%	7	50%	8	44%	0	0%	18	39%	0	0%	0	0%	10	100%
	No	59	50%	14	58%	7	50%	8	44%	0	0%	26	57%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	22	19%	0	0%	0	0%	0	0%	0	0%	22	48%	0	0%	0	0%	0	0%
	No	22	19%	0	0%	0	0%	0	0%	0	0%	22	48%	0	0%	0	0%	0	0%
	not applicable	72	61%	24	100%	14	100%	18	100%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	6	5%	0	0%	0	0%	0	0%	0	0%	6	13%	0	0%	0	0%	0	0%
	2-3 times/week	7	6%	0	0%	0	0%	0	0%	0	0%	7	15%	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	2	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	more than 10 times/week	4	2%	0	0%	0	0%	0	0%	0	0%	4	4%	0	0%	0	0%	0	0%
	not applicable	94	80%	24	100%	14	100%	18	100%	0	0%	22	48%	0	0%	0	0%	10	100%
Work Environment																			
Work in a safe environment?	Yes	111	94%	20	83%	14	100%	18	100%	0	0%	43	93%	0	0%	0	0%	10	100%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	79	67%	16	67%	8	57%	14	78%	0	0%	33	72%	0	0%	0	0%	5	50%
	No	28	24%	3	13%	5	36%	3	17%	0	0%	10	22%	0	0%	0	0%	5	50%
Trained on student discipline policies and processes?	Yes	58	49%	8	33%	3	21%	9	50%	0	0%	27	59%	0	0%	0	0%	7	70%
	No	51	43%	11	46%	11	79%	6	33%	0	0%	18	39%	0	0%	0	0%	3	30%
Peer to peer bullying or harassment an issue?	Yes	12	10%	3	13%	0	0%	1	6%	0	0%	5	11%	0	0%	0	0%	1	10%
	No	95	81%	17	71%	13	93%	15	83%	0	0%	37	80%	0	0%	0	0%	9	90%
Bullying or harassment by supervisor an issue?	Yes	8	7%	2	8%	3	21%	1	6%	0	0%	2	4%	0	0%	0	0%	0	0%
	No	103	87%	18	75%	11	79%	16	89%	0	0%	42	91%	0	0%	0	0%	10	100%
Enjoy working in this school district?	agree/strongly	99	84%	16	67%	13	93%	17	94%	0	0%	40	87%	0	0%	0	0%	9	90%
	neither	6	5%	1	4%	0	0%	0	0%	0	0%	3	7%	0	0%	0	0%	1	10%
	disagree/ strongly	8	7%	3	13%	1	7%	1	6%	0	0%	2	4%	0	0%	0	0%	0	0%

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