

**2011 KEA ESP Survey Results: Russell Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		31		5		1		1		1		16		0		0		7	
<b>Demographics</b>																			
Job category	Clerical	5	16%																
	Custodial	1	3%																
	Food Services	1	3%																
	Inst. Assts.	16	52%																
	Health/Student Services	1	3%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	7	23%																
Work location	Elementary	15	48%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	Middle	6	19%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	High School	3	10%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	District Wide	2	6%	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	5	16%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	2-5 years	5	16%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	6-9 years	7	23%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	10-14 years	6	19%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	15-19 years	7	23%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	20-24 years	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	25 or more	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	7	23%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	2-5 years	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	6-9 years	2	6%	0	0%	0	0%	0	0%	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	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	20-24 years	5	16%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
25 or more	8	26%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%	

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

**2011 KEA ESP Survey Results: Russell Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	14	45%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	tech/vocational	5	16%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	some college	9	29%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	associate's	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	bachelor's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	23	74%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	1	7	23%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	25	81%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	1	5	16%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	2	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	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	7	23%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	21-30 hours	6	19%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	31-40 hours	17	55%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
	over 40 hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	26	84%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	No	5	16%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
Gender	Female	26	84%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	Male	5	16%	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	4	13%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	40-49	9	29%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	50-59	13	42%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	60-64	3	10%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	65 or older	1	3%	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: Russell Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	31	100%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	14	45%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	No	17	55%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	8	26%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	neither	4	13%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	unsatisfied/ very	2	6%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	not applicable	17	55%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Russell Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation				
<b>Wages and Benefits</b>																						
Required overtime?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	No	30	97%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	
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%	0	0%	
	1-4 hours	1	3%	0	0%	0	0%	0	0%	0	0%	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%	0	0%	
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	not applicable	30	97%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	not applicable	30	97%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%	
Benefits a main factor in employment?	Yes	12	39%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%	0	0%	
	No	17	55%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%	0	0%	
% salary going toward health insurance	0%	19	61%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%	0	0%	
	1-10%	5	16%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	
	11-25%	5	16%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%	
	26-50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	51-75%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	over 75%	1	3%	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: Russell Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Training and PD</b>																			
Where received initial training?	department	8	26%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	school district	25	81%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	college	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	KEA	0	0%	0	0%	0	0%	0	0%	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	7	23%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	22	71%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	outside school district	2	6%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	both	7	23%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	27	87%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	4	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	3	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	20	65%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	5-8 days	5	16%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	more than 8 days	1	3%	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: Russell Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Job Performance</b>																			
Regularly evaluated?	Yes	29	94%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	2	6%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	once/year	27	87%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	22	71%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	administrator	2	6%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	6	19%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	26	84%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	neither	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	4	13%	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.

**2011 KEA ESP Survey Results: Russell Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Working Conditions</b>																			
Job description?	Yes	30	97%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	28	90%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	13	42%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
	No	18	58%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	16	52%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	1-10%	10	32%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	11-15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	24	77%	0	0%	0	0%	0	0%	0	0%	13	81%	0	0%	0	0%	0	0%
	neither	4	13%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	disagree/ strongly	3	10%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	6	19%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	19	61%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
Administer medications?	Yes	6	19%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	20	65%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	8	26%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	9	29%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	13	42%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	No	17	55%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	15	48%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	No	15	48%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%

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

**2011 KEA ESP Survey Results: Russell 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	8	26%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	No	7	23%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	not applicable	15	48%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	4	13%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	2-3 times/week	3	10%	0	0%	0	0%	0	0%	0	0%	3	19%	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	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	22	71%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	29	94%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	No	2	6%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	18	58%	0	0%	0	0%	0	0%	0	0%	13	81%	0	0%	0	0%	0	0%
	No	8	26%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	12	39%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	No	13	42%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	9	29%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	No	20	65%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	6	19%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	No	25	81%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	24	77%	0	0%	0	0%	0	0%	0	0%	13	81%	0	0%	0	0%	0	0%
	neither	6	19%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	disagree/ strongly	1	3%	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.