

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		53		6		3		5		2		23		0		1		13	
<b>Demographics</b>																			
Job category	Clerical	6	11%																
	Custodial	3	6%																
	Food Services	5	9%																
	Inst. Assts.	23	43%																
	Health/Student Services	2	4%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	13	25%																
Work location	Elementary	27	51%	0	0%	0	0%	0	0%	0	0%	14	61%	0	0%	0	0%	0	0%
	Middle	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	High School	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	15%
	Other Dist. Site	5	9%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	Combination	9	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	69%
Years employed	1 year	4	8%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	8%
	2-5 years	16	30%	0	0%	0	0%	0	0%	0	0%	8	35%	0	0%	0	0%	3	23%
	6-9 years	11	21%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	1	8%
	10-14 years	8	15%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	1	8%
	15-19 years	6	11%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	3	23%
	20-24 years	5	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	31%
	25 or more	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	6	11%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	3	23%
	2-5 years	5	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	31%
	6-9 years	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	15-19 years	5	9%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	8%
	20-24 years	19	36%	0	0%	0	0%	0	0%	0	0%	9	39%	0	0%	0	0%	5	38%
25 or more	9	17%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	1	8%	

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Education level	HS or GED	21	40%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	7	54%
	tech/vocational	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	some college	14	26%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	5	38%
	associate's	5	9%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	0	0%
	bachelor's	9	17%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	1	8%
	master's	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	44	83%	0	0%	0	0%	0	0%	0	0%	20	87%	0	0%	0	0%	10	77%
	1	5	9%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	1	8%
	2	4	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	15%
Additional jobs outside district?	None	44	83%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	9	69%
	1	9	17%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	4	31%
	2	0	0%	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	13%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	2	15%
	21-30 hours	4	8%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	31-40 hours	39	74%	0	0%	0	0%	0	0%	0	0%	18	78%	0	0%	0	0%	11	85%
	over 40 hours	3	6%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	35	66%	0	0%	0	0%	0	0%	0	0%	20	87%	0	0%	0	0%	8	62%
	No	14	26%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	5	38%
Gender	Female	45	85%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	10	77%
	Male	8	15%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	3	23%
Age	under 25	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	25-29	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	30-39	9	17%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	0	0%
	40-49	13	25%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	3	23%
	50-59	21	40%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	8	62%
	60-64	5	9%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	8%
	65 or older	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%

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<b>Working Conditions</b>																			
Job description?	Yes	48	91%	0	0%	0	0%	0	0%	0	0%	22	96%	0	0%	0	0%	12	92%
	No	4	8%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Is it accurate?	Yes	42	79%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	11	85%
	No	9	17%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	1	8%
Duties beyond primary ones?	Yes	27	51%	0	0%	0	0%	0	0%	0	0%	11	48%	0	0%	0	0%	4	31%
	No	25	47%	0	0%	0	0%	0	0%	0	0%	12	52%	0	0%	0	0%	8	62%
% beyond primary responsibilities	0%	20	38%	0	0%	0	0%	0	0%	0	0%	12	52%	0	0%	0	0%	4	31%
	1-10%	19	36%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	5	38%
	11-15%	3	6%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	1	8%
	16-25%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	8	15%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	2	15%
Have adequate tools to do your job?	agree/strongly	39	74%	0	0%	0	0%	0	0%	0	0%	16	70%	0	0%	0	0%	7	54%
	neither	6	11%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	2	15%
	disagree/ strongly	7	13%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	3	23%
Employ monitors for every bus?	Yes	10	19%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	No	35	66%	0	0%	0	0%	0	0%	0	0%	15	65%	0	0%	0	0%	12	92%
Administer medications?	Yes	10	19%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	No	35	66%	0	0%	0	0%	0	0%	0	0%	20	87%	0	0%	0	0%	6	46%
If so, properly trained?	Yes	19	36%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	6	46%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	6	11%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	2	15%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	28	53%	0	0%	0	0%	0	0%	0	0%	12	52%	0	0%	0	0%	5	38%
	No	23	43%	0	0%	0	0%	0	0%	0	0%	11	48%	0	0%	0	0%	6	46%
Seniority recognized for awarding job positions?	Yes	24	45%	0	0%	0	0%	0	0%	0	0%	11	48%	0	0%	0	0%	11	85%
	No	22	42%	0	0%	0	0%	0	0%	0	0%	10	43%	0	0%	0	0%	1	8%

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Instructional Assistants expected to cover classes?	Yes	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	No	21	40%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	0	0%
	not applicable	30	57%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	100%
If so, how often?	once/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	51	96%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	13	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	45	85%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	8	62%
	No	5	9%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	4	31%
District's student discipline policy consistently followed?	Yes	34	64%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	4	31%
	No	13	25%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	8	62%
Trained on student discipline policies and processes?	Yes	28	53%	0	0%	0	0%	0	0%	0	0%	13	57%	0	0%	0	0%	8	62%
	No	23	43%	0	0%	0	0%	0	0%	0	0%	10	43%	0	0%	0	0%	4	31%
Peer to peer bullying or harassment an issue?	Yes	10	19%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	4	31%
	No	41	77%	0	0%	0	0%	0	0%	0	0%	19	83%	0	0%	0	0%	7	54%
Bullying or harassment by supervisor an issue?	Yes	3	6%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	No	47	89%	0	0%	0	0%	0	0%	0	0%	19	83%	0	0%	0	0%	12	92%
Enjoy working in this school district?	agree/strongly	44	83%	0	0%	0	0%	0	0%	0	0%	21	91%	0	0%	0	0%	7	54%
	neither	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	15%
	disagree/ strongly	5	9%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	3	23%

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