

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		87		8		11		26		1		41		0		0		0	
<b>Demographics</b>																			
Job category	Clerical	8	9%																
	Custodial	11	13%																
	Food Services	26	30%																
	Inst. Assts.	41	47%																
	Health/Student Services	1	1%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	61	70%	0	0%	8	73%	17	65%	0	0%	35	85%	0	0%	0	0%	0	0%
	Middle	7	8%	0	0%	2	18%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%
	High School	16	18%	0	0%	1	9%	8	31%	0	0%	2	5%	0	0%	0	0%	0	0%
	District Wide	0	0%	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	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Years employed	1 year	5	6%	0	0%	1	9%	2	8%	0	0%	1	2%	0	0%	0	0%	0	0%
	2-5 years	18	21%	0	0%	4	36%	5	19%	0	0%	8	20%	0	0%	0	0%	0	0%
	6-9 years	14	16%	0	0%	2	18%	7	27%	0	0%	4	10%	0	0%	0	0%	0	0%
	10-14 years	21	24%	0	0%	1	9%	4	15%	0	0%	13	32%	0	0%	0	0%	0	0%
	15-19 years	11	13%	0	0%	0	0%	4	15%	0	0%	7	17%	0	0%	0	0%	0	0%
	20-24 years	10	11%	0	0%	2	18%	2	8%	0	0%	3	7%	0	0%	0	0%	0	0%
	25 or more	8	9%	0	0%	1	9%	2	8%	0	0%	5	12%	0	0%	0	0%	0	0%
Years in district	1 year	11	13%	0	0%	0	0%	4	15%	0	0%	7	17%	0	0%	0	0%	0	0%
	2-5 years	10	11%	0	0%	2	18%	2	8%	0	0%	3	7%	0	0%	0	0%	0	0%
	6-9 years	8	9%	0	0%	1	9%	2	8%	0	0%	5	12%	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	7	8%	0	0%	1	9%	3	12%	0	0%	2	5%	0	0%	0	0%	0	0%
	20-24 years	22	25%	0	0%	5	45%	9	35%	0	0%	7	17%	0	0%	0	0%	0	0%
25 or more	12	14%	0	0%	2	18%	5	19%	0	0%	4	10%	0	0%	0	0%	0	0%	

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	48	55%	0	0%	8	73%	21	81%	0	0%	18	44%	0	0%	0	0%	0	0%
	tech/vocational	2	2%	0	0%	1	9%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	some college	20	23%	0	0%	2	18%	3	12%	0	0%	11	27%	0	0%	0	0%	0	0%
	associate's	10	11%	0	0%	0	0%	2	8%	0	0%	6	15%	0	0%	0	0%	0	0%
	bachelor's	6	7%	0	0%	0	0%	0	0%	0	0%	4	10%	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	72	83%	0	0%	10	91%	20	77%	0	0%	35	85%	0	0%	0	0%	0	0%
	1	13	15%	0	0%	1	9%	6	23%	0	0%	4	10%	0	0%	0	0%	0	0%
	2	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	67	77%	0	0%	9	82%	20	77%	0	0%	30	73%	0	0%	0	0%	0	0%
	1	14	16%	0	0%	2	18%	4	15%	0	0%	8	20%	0	0%	0	0%	0	0%
	2	6	7%	0	0%	0	0%	2	8%	0	0%	3	7%	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	2	2%	0	0%	1	9%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	13	15%	0	0%	0	0%	12	46%	0	0%	1	2%	0	0%	0	0%	0	0%
	31-40 hours	63	72%	0	0%	8	73%	12	46%	0	0%	37	90%	0	0%	0	0%	0	0%
	over 40 hours	9	10%	0	0%	2	18%	1	4%	0	0%	3	7%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	63	72%	0	0%	5	45%	17	65%	0	0%	33	80%	0	0%	0	0%	0	0%
	No	20	23%	0	0%	6	55%	6	23%	0	0%	7	17%	0	0%	0	0%	0	0%
Gender	Female	79	91%	0	0%	7	64%	25	96%	0	0%	38	93%	0	0%	0	0%	0	0%
	Male	6	7%	0	0%	4	36%	0	0%	0	0%	2	5%	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	13	15%	0	0%	1	9%	4	15%	0	0%	6	15%	0	0%	0	0%	0	0%
	40-49	23	26%	0	0%	1	9%	5	19%	0	0%	13	32%	0	0%	0	0%	0	0%
	50-59	38	44%	0	0%	7	64%	15	58%	0	0%	14	34%	0	0%	0	0%	0	0%
	60-64	11	13%	0	0%	2	18%	1	4%	0	0%	7	17%	0	0%	0	0%	0	0%
	65 or older	2	2%	0	0%	0	0%	1	4%	0	0%	1	2%	0	0%	0	0%	0	0%

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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	3	3%	0	0%	0	0%	0	0%	0	0%	3	7%	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	4	5%	0	0%	1	9%	1	4%	0	0%	2	5%	0	0%	0	0%	0	0%
	Caucasian	82	95%	0	0%	10	91%	24	96%	0	0%	39	95%	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	9	10%	0	0%	0	0%	1	4%	0	0%	8	20%	0	0%	0	0%	0	0%
	No	77	89%	0	0%	11	100%	24	92%	0	0%	33	80%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	7	8%	0	0%	0	0%	0	0%	0	0%	7	17%	0	0%	0	0%	0	0%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	not applicable	77	89%	0	0%	11	100%	24	92%	0	0%	33	80%	0	0%	0	0%	0	0%

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		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	10	11%	0	0%	3	27%	5	19%	0	0%	2	5%	0	0%	0	0%	0	0%
	No	77	89%	0	0%	8	73%	21	81%	0	0%	39	95%	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%
	1-4 hours	8	9%	0	0%	3	27%	3	12%	0	0%	2	5%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	77	89%	0	0%	8	73%	21	81%	0	0%	39	95%	0	0%	0	0%	0	0%
If so, compensated?	Yes	2	2%	0	0%	1	9%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	5%	0	0%	2	18%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	not applicable	77	89%	0	0%	8	73%	21	81%	0	0%	39	95%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	50	57%	0	0%	8	73%	16	62%	0	0%	20	49%	0	0%	0	0%	0	0%
	No	25	29%	0	0%	3	27%	4	15%	0	0%	16	39%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	20	23%	0	0%	2	18%	4	15%	0	0%	13	32%	0	0%	0	0%	0	0%
	1-10%	25	29%	0	0%	2	18%	10	38%	0	0%	13	32%	0	0%	0	0%	0	0%
	11-25%	24	28%	0	0%	3	27%	8	31%	0	0%	8	20%	0	0%	0	0%	0	0%
	26-50%	11	13%	0	0%	2	18%	2	8%	0	0%	5	12%	0	0%	0	0%	0	0%
	51-75%	3	3%	0	0%	1	9%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	1	1%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%

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		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	30	34%	0	0%	3	27%	12	46%	0	0%	13	32%	0	0%	0	0%	0	0%
	school district	62	71%	0	0%	8	73%	15	58%	0	0%	33	80%	0	0%	0	0%	0	0%
	college	13	15%	0	0%	0	0%	0	0%	0	0%	10	24%	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	15	17%	0	0%	0	0%	2	8%	0	0%	7	17%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	47	54%	0	0%	8	73%	20	77%	0	0%	18	44%	0	0%	0	0%	0	0%
	outside school district	7	8%	0	0%	0	0%	2	8%	0	0%	4	10%	0	0%	0	0%	0	0%
	both	33	38%	0	0%	3	27%	4	15%	0	0%	19	46%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	70	80%	0	0%	6	55%	20	77%	0	0%	39	95%	0	0%	0	0%	0	0%
	No	14	16%	0	0%	4	36%	5	19%	0	0%	1	2%	0	0%	0	0%	0	0%
How many days?	0 days	8	9%	0	0%	4	36%	1	4%	0	0%	1	2%	0	0%	0	0%	0	0%
	1-4 days	66	76%	0	0%	6	55%	22	85%	0	0%	33	80%	0	0%	0	0%	0	0%
	5-8 days	4	5%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	0	0%
	more than 8 days	3	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%

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		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	85	98%	0	0%	10	91%	26	100%	0	0%	40	98%	0	0%	0	0%	0	0%	
	No	2	2%	0	0%	1	9%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
How often?	once/month	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
	once/quarter	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	
	every 6 months	31	36%	0	0%	2	18%	22	85%	0	0%	4	10%	0	0%	0	0%	0	0%	
	once/year	51	59%	0	0%	9	82%	4	15%	0	0%	32	78%	0	0%	0	0%	0	0%	
Who evaluates?	supervisor	50	57%	0	0%	4	36%	24	92%	0	0%	18	44%	0	0%	0	0%	0	0%	
	administrator	20	23%	0	0%	4	36%	0	0%	0	0%	11	27%	0	0%	0	0%	0	0%	
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
	combination of people	13	15%	0	0%	2	18%	1	4%	0	0%	10	24%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	62	71%	0	0%	8	73%	19	73%	0	0%	30	73%	0	0%	0	0%	0	0%	
	neither	10	11%	0	0%	2	18%	2	8%	0	0%	5	12%	0	0%	0	0%	0	0%	
	disagree/ strongly	13	15%	0	0%	1	9%	3	12%	0	0%	6	15%	0	0%	0	0%	0	0%	

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<b>Working Conditions</b>																			
Job description?	Yes	84	97%	0	0%	11	100%	26	100%	0	0%	38	93%	0	0%	0	0%	0	0%
	No	3	3%	0	0%	0	0%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%
Is it accurate?	Yes	69	79%	0	0%	8	73%	22	85%	0	0%	32	78%	0	0%	0	0%	0	0%
	No	16	18%	0	0%	3	27%	4	15%	0	0%	7	17%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	46	53%	0	0%	7	64%	12	46%	0	0%	21	51%	0	0%	0	0%	0	0%
	No	40	46%	0	0%	4	36%	13	50%	0	0%	20	49%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	35	40%	0	0%	3	27%	13	50%	0	0%	16	39%	0	0%	0	0%	0	0%
	1-10%	36	41%	0	0%	6	55%	9	35%	0	0%	17	41%	0	0%	0	0%	0	0%
	11-15%	3	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	16-25%	5	6%	0	0%	1	9%	1	4%	0	0%	2	5%	0	0%	0	0%	0	0%
	more than 25%	2	2%	0	0%	0	0%	1	4%	0	0%	1	2%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	66	76%	0	0%	7	64%	16	62%	0	0%	35	85%	0	0%	0	0%	0	0%
	neither	7	8%	0	0%	1	9%	2	8%	0	0%	3	7%	0	0%	0	0%	0	0%
	disagree/ strongly	13	15%	0	0%	3	27%	7	27%	0	0%	3	7%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	20	23%	0	0%	4	36%	7	27%	0	0%	6	15%	0	0%	0	0%	0	0%
	No	59	68%	0	0%	4	36%	19	73%	0	0%	32	78%	0	0%	0	0%	0	0%
Administer medications?	Yes	20	23%	0	0%	4	36%	7	27%	0	0%	6	15%	0	0%	0	0%	0	0%
	No	69	79%	0	0%	10	91%	23	88%	0	0%	31	76%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	15	17%	0	0%	0	0%	1	4%	0	0%	10	24%	0	0%	0	0%	0	0%
	No	2	2%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	27	31%	0	0%	6	55%	13	50%	0	0%	8	20%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	58	67%	0	0%	5	45%	17	65%	0	0%	30	73%	0	0%	0	0%	0	0%
	No	28	32%	0	0%	6	55%	8	31%	0	0%	11	27%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	37	43%	0	0%	6	55%	9	35%	0	0%	17	41%	0	0%	0	0%	0	0%
	No	45	52%	0	0%	4	36%	14	54%	0	0%	23	56%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	10	11%	0	0%	0	0%	0	0%	0	0%	10	24%	0	0%	0	0%	0	0%
	No	30	34%	0	0%	0	0%	0	0%	0	0%	30	73%	0	0%	0	0%	0	0%
	not applicable	46	53%	0	0%	11	100%	26	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	2-3 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	4-5 times/week	4	5%	0	0%	0	0%	0	0%	0	0%	4	10%	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	76	87%	0	0%	11	100%	26	100%	0	0%	30	73%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	75	86%	0	0%	11	100%	14	54%	0	0%	41	100%	0	0%	0	0%	0	0%
	No	10	11%	0	0%	0	0%	10	38%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	50	57%	0	0%	6	55%	7	27%	0	0%	34	83%	0	0%	0	0%	0	0%
	No	25	29%	0	0%	4	36%	12	46%	0	0%	4	10%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	44	51%	0	0%	3	27%	3	12%	0	0%	35	85%	0	0%	0	0%	0	0%
	No	35	40%	0	0%	6	55%	18	69%	0	0%	5	12%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	12	14%	0	0%	1	9%	4	15%	0	0%	4	10%	0	0%	0	0%	0	0%
	No	70	80%	0	0%	9	82%	20	77%	0	0%	36	88%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	6	7%	0	0%	2	18%	2	8%	0	0%	2	5%	0	0%	0	0%	0	0%
	No	78	90%	0	0%	8	73%	24	92%	0	0%	37	90%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	69	79%	0	0%	8	73%	19	73%	0	0%	35	85%	0	0%	0	0%	0	0%
	neither	10	11%	0	0%	2	18%	5	19%	0	0%	2	5%	0	0%	0	0%	0	0%
	disagree/ strongly	7	8%	0	0%	1	9%	1	4%	0	0%	4	10%	0	0%	0	0%	0	0%

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