

2011 KEA ESP Survey Results: Taylor County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		67		12		11		16		0		26		0		1		0	
Demographics																			
Job category	Clerical	12	18%																
	Custodial	11	16%																
	Food Services	16	24%																
	Inst. Assts.	26	39%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	1%																
	Transportation	0	0%																
Work location	Elementary	21	31%	6	50%	1	9%	1	6%	0	0%	13	50%	0	0%	0	0%	0	0%
	Middle	21	31%	3	25%	6	55%	6	38%	0	0%	6	23%	0	0%	0	0%	0	0%
	High School	20	30%	0	0%	4	36%	8	50%	0	0%	7	27%	0	0%	0	0%	0	0%
	District Wide	1	1%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	2	3%	2	17%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	2	3%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	3	4%	1	8%	1	9%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	9	13%	0	0%	2	18%	1	6%	0	0%	5	19%	0	0%	0	0%	0	0%
	6-9 years	16	24%	5	42%	3	27%	4	25%	0	0%	4	15%	0	0%	0	0%	0	0%
	10-14 years	14	21%	1	8%	2	18%	5	31%	0	0%	5	19%	0	0%	0	0%	0	0%
	15-19 years	16	24%	3	25%	1	9%	2	13%	0	0%	10	38%	0	0%	0	0%	0	0%
	20-24 years	3	4%	0	0%	1	9%	1	6%	0	0%	1	4%	0	0%	0	0%	0	0%
	25 or more	3	4%	1	8%	0	0%	1	6%	0	0%	1	4%	0	0%	0	0%	0	0%
Years in district	1 year	16	24%	3	25%	1	9%	2	13%	0	0%	10	38%	0	0%	0	0%	0	0%
	2-5 years	3	4%	0	0%	1	9%	1	6%	0	0%	1	4%	0	0%	0	0%	0	0%
	6-9 years	3	4%	1	8%	0	0%	1	6%	0	0%	1	4%	0	0%	0	0%	0	0%
	10-14 years	3	4%	1	8%	1	9%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	5	7%	1	8%	2	18%	1	6%	0	0%	1	4%	0	0%	0	0%	0	0%
	20-24 years	10	15%	1	8%	2	18%	1	6%	0	0%	5	19%	0	0%	0	0%	0	0%
	25 or more	17	25%	5	42%	3	27%	4	25%	0	0%	4	15%	0	0%	0	0%	0	0%

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Education level	HS or GED	30	45%	2	17%	10	91%	9	56%	0	0%	9	35%	0	0%	0	0%	0	0%
	tech/vocational	3	4%	0	0%	0	0%	1	6%	0	0%	1	4%	0	0%	0	0%	0	0%
	some college	18	27%	5	42%	1	9%	4	25%	0	0%	7	27%	0	0%	0	0%	0	0%
	associate's	4	6%	3	25%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	bachelor's	6	9%	2	17%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	0	0%
	master's	4	6%	0	0%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	0	0%
Additional jobs in district?	None	50	75%	10	83%	10	91%	12	75%	0	0%	17	65%	0	0%	0	0%	0	0%
	1	8	12%	1	8%	1	9%	1	6%	0	0%	5	19%	0	0%	0	0%	0	0%
	2	4	6%	0	0%	0	0%	2	13%	0	0%	1	4%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	48	72%	9	75%	8	73%	10	63%	0	0%	20	77%	0	0%	0	0%	0	0%
	1	13	19%	3	25%	1	9%	4	25%	0	0%	5	19%	0	0%	0	0%	0	0%
	2	5	7%	0	0%	2	18%	1	6%	0	0%	1	4%	0	0%	0	0%	0	0%
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	2	3%	0	0%	1	9%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	8	12%	1	8%	2	18%	5	31%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	50	75%	9	75%	8	73%	8	50%	0	0%	24	92%	0	0%	0	0%	0	0%
	over 40 hours	5	7%	2	17%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	50	75%	9	75%	7	64%	12	75%	0	0%	21	81%	0	0%	0	0%	0	0%
	No	15	22%	3	25%	3	27%	3	19%	0	0%	5	19%	0	0%	0	0%	0	0%
Gender	Female	51	76%	12	100%	2	18%	14	88%	0	0%	22	85%	0	0%	0	0%	0	0%
	Male	14	21%	0	0%	9	82%	1	6%	0	0%	3	12%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	25-29	2	3%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	30-39	5	7%	1	8%	0	0%	1	6%	0	0%	3	12%	0	0%	0	0%	0	0%
	40-49	20	30%	8	67%	1	9%	1	6%	0	0%	9	35%	0	0%	0	0%	0	0%
	50-59	22	33%	2	17%	4	36%	9	56%	0	0%	7	27%	0	0%	0	0%	0	0%
	60-64	8	12%	0	0%	2	18%	2	13%	0	0%	4	15%	0	0%	0	0%	0	0%
	65 or older	8	12%	1	8%	4	36%	2	13%	0	0%	1	4%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	61	91%	12	100%	10	91%	15	94%	0	0%	23	88%	0	0%	0	0%	0	0%
	No	5	7%	0	0%	1	9%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%
Is it accurate?	Yes	46	69%	8	67%	8	73%	12	75%	0	0%	18	69%	0	0%	0	0%	0	0%
	No	19	28%	4	33%	3	27%	3	19%	0	0%	8	31%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	44	66%	8	67%	6	55%	7	44%	0	0%	21	81%	0	0%	0	0%	0	0%
	No	21	31%	4	33%	5	45%	7	44%	0	0%	5	19%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	17	25%	2	17%	5	45%	5	31%	0	0%	5	19%	0	0%	0	0%	0	0%
	1-10%	25	37%	4	33%	2	18%	5	31%	0	0%	13	50%	0	0%	0	0%	0	0%
	11-15%	7	10%	2	17%	3	27%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	16-25%	6	9%	1	8%	1	9%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%
	more than 25%	10	15%	3	25%	0	0%	5	31%	0	0%	2	8%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	45	67%	12	100%	7	64%	8	50%	0	0%	17	65%	0	0%	0	0%	0	0%
	neither	8	12%	0	0%	2	18%	1	6%	0	0%	5	19%	0	0%	0	0%	0	0%
	disagree/ strongly	13	19%	0	0%	2	18%	6	38%	0	0%	4	15%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	6	9%	2	17%	1	9%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%
	No	54	81%	9	75%	9	82%	14	88%	0	0%	21	81%	0	0%	0	0%	0	0%
Administer medications?	Yes	6	9%	2	17%	1	9%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%
	No	63	94%	10	83%	11	100%	15	94%	0	0%	25	96%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	3	4%	2	17%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	not applicable	25	37%	2	17%	6	55%	7	44%	0	0%	10	38%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	42	63%	7	58%	6	55%	8	50%	0	0%	19	73%	0	0%	0	0%	0	0%
	No	21	31%	5	42%	5	45%	4	25%	0	0%	7	27%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	11	16%	2	17%	4	36%	1	6%	0	0%	4	15%	0	0%	0	0%	0	0%
	No	51	76%	9	75%	7	64%	12	75%	0	0%	21	81%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	21	31%	0	0%	0	0%	0	0%	0	0%	21	81%	0	0%	0	0%	0	0%
	No	5	7%	0	0%	0	0%	0	0%	0	0%	5	19%	0	0%	0	0%	0	0%
	not applicable	41	61%	12	100%	11	100%	16	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	10	15%	0	0%	0	0%	0	0%	0	0%	10	38%	0	0%	0	0%	0	0%
	2-3 times/week	5	7%	0	0%	0	0%	0	0%	0	0%	5	19%	0	0%	0	0%	0	0%
	4-5 times/week	4	6%	0	0%	0	0%	0	0%	0	0%	4	15%	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	46	69%	12	100%	11	100%	16	100%	0	0%	5	19%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	53	79%	10	83%	10	91%	9	56%	0	0%	22	85%	0	0%	0	0%	0	0%
	No	13	19%	2	17%	1	9%	6	38%	0	0%	4	15%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	35	52%	9	75%	7	64%	2	13%	0	0%	16	62%	0	0%	0	0%	0	0%
	No	27	40%	3	25%	4	36%	9	56%	0	0%	10	38%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	28	42%	5	42%	1	9%	2	13%	0	0%	19	73%	0	0%	0	0%	0	0%
	No	35	52%	7	58%	10	91%	10	63%	0	0%	7	27%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	13	19%	2	17%	1	9%	4	25%	0	0%	5	19%	0	0%	0	0%	0	0%
	No	50	75%	10	83%	10	91%	8	50%	0	0%	21	81%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	6%	0	0%	1	9%	2	13%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	60	90%	12	100%	10	91%	11	69%	0	0%	25	96%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	56	84%	12	100%	9	82%	12	75%	0	0%	22	85%	0	0%	0	0%	0	0%
	neither	6	9%	0	0%	1	9%	3	19%	0	0%	1	4%	0	0%	0	0%	0	0%
	disagree/ strongly	4	6%	0	0%	1	9%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%

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