

2011 KEA ESP Survey Results: Todd County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		47		11		6		2		0		24		0		1		2	
Demographics																			
Job category	Clerical	11	23%																
	Custodial	6	13%																
	Food Services	2	4%																
	Inst. Assts.	24	51%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	2	4%																
Work location	Elementary	27	57%	3	27%	0	0%	0	0%	0	0%	19	79%	0	0%	0	0%	0	0%
	Middle	6	13%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	High School	4	9%	2	18%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	District Wide	5	11%	2	18%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	Other Dist. Site	1	2%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	3	6%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	2-5 years	8	17%	1	9%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
	6-9 years	8	17%	2	18%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%
	10-14 years	8	17%	3	27%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	15-19 years	13	28%	2	18%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
	20-24 years	3	6%	1	9%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	25 or more	4	9%	2	18%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Years in district	1 year	13	28%	2	18%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
	2-5 years	3	6%	1	9%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	6-9 years	4	9%	2	18%	0	0%	0	0%	0	0%	1	4%	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	3	6%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	20-24 years	11	23%	2	18%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
25 or more	7	15%	2	18%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%	

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Education level	HS or GED	16	34%	2	18%	0	0%	0	0%	0	0%	7	29%	0	0%	0	0%	0	0%
	tech/vocational	5	11%	2	18%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	some college	14	30%	3	27%	0	0%	0	0%	0	0%	8	33%	0	0%	0	0%	0	0%
	associate's	6	13%	2	18%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	bachelor's	5	11%	2	18%	0	0%	0	0%	0	0%	3	13%	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	42	89%	10	91%	0	0%	0	0%	0	0%	22	92%	0	0%	0	0%	0	0%
	1	4	9%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	2	1	2%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	36	77%	8	73%	0	0%	0	0%	0	0%	19	79%	0	0%	0	0%	0	0%
	1	9	19%	3	27%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	2	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	3	6%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	11-20 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	36	77%	9	82%	0	0%	0	0%	0	0%	22	92%	0	0%	0	0%	0	0%
	over 40 hours	5	11%	2	18%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	34	72%	8	73%	0	0%	0	0%	0	0%	21	88%	0	0%	0	0%	0	0%
	No	12	26%	3	27%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
Gender	Female	42	89%	11	100%	0	0%	0	0%	0	0%	24	100%	0	0%	0	0%	0	0%
	Male	5	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	2	4%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	30-39	5	11%	2	18%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	40-49	18	38%	4	36%	0	0%	0	0%	0	0%	8	33%	0	0%	0	0%	0	0%
	50-59	17	36%	3	27%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
	60-64	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	65 or older	2	4%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	45	96%	11	100%	0	0%	0	0%	0	0%	22	92%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
Is it accurate?	Yes	29	62%	5	45%	0	0%	0	0%	0	0%	15	63%	0	0%	0	0%	0	0%
	No	18	38%	6	55%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	22	47%	7	64%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
	No	25	53%	4	36%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	18	38%	1	9%	0	0%	0	0%	0	0%	10	42%	0	0%	0	0%	0	0%
	1-10%	21	45%	8	73%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
	11-15%	5	11%	2	18%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	16-25%	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	more than 25%	1	2%	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	37	79%	11	100%	0	0%	0	0%	0	0%	16	67%	0	0%	0	0%	0	0%
	neither	5	11%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	disagree/ strongly	5	11%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	4	9%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	No	40	85%	11	100%	0	0%	0	0%	0	0%	21	88%	0	0%	0	0%	0	0%
Administer medications?	Yes	4	9%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	No	45	96%	11	100%	0	0%	0	0%	0	0%	23	96%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	6	13%	1	9%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	not applicable	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	30	64%	7	64%	0	0%	0	0%	0	0%	16	67%	0	0%	0	0%	0	0%
	No	16	34%	4	36%	0	0%	0	0%	0	0%	8	33%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	25	53%	4	36%	0	0%	0	0%	0	0%	16	67%	0	0%	0	0%	0	0%
	No	21	45%	7	64%	0	0%	0	0%	0	0%	8	33%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	12	26%	0	0%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
	No	12	26%	0	0%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
	not applicable	23	49%	11	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	7	15%	0	0%	0	0%	0	0%	0	0%	7	29%	0	0%	0	0%	0	0%
	2-3 times/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	4-5 times/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	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	35	74%	11	100%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	45	96%	11	100%	0	0%	0	0%	0	0%	22	92%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	33	70%	7	64%	0	0%	0	0%	0	0%	20	83%	0	0%	0	0%	0	0%
	No	12	26%	4	36%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	24	51%	4	36%	0	0%	0	0%	0	0%	17	71%	0	0%	0	0%	0	0%
	No	22	47%	7	64%	0	0%	0	0%	0	0%	7	29%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	5	11%	3	27%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	No	41	87%	8	73%	0	0%	0	0%	0	0%	22	92%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	3	6%	1	9%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	No	44	94%	10	91%	0	0%	0	0%	0	0%	22	92%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	43	91%	10	91%	0	0%	0	0%	0	0%	21	88%	0	0%	0	0%	0	0%
	neither	2	4%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	disagree/ strongly	2	4%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%

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