

2011 KEA ESP Survey Results: Warren County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		205		31		22		53		8		69		3		2		17		
Demographics																				
Job category	Clerical	31	15%																	
	Custodial	22	11%																	
	Food Services	53	26%																	
	Inst. Assts.	69	34%																	
	Health/Student Services	8	4%																	
	Skilled Trades	3	1%																	
	Security Services	0	0%																	
	Tech. Services	2	1%																	
	Transportation	17	8%																	
Work location	Elementary	70	34%	7	23%	4	18%	19	36%	0	0%	34	49%	0	0%	0	0%	1	6%	
	Middle	45	22%	6	19%	5	23%	14	26%	0	0%	14	20%	0	0%	0	0%	3	18%	
	High School	75	37%	18	58%	12	55%	19	36%	0	0%	16	23%	0	0%	0	0%	5	29%	
	District Wide	3	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	18%	
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Combination	7	3%	0	0%	1	5%	1	2%	0	0%	0	0%	0	0%	0	0%	5	29%	
Years employed	1 year	14	7%	0	0%	1	5%	7	13%	0	0%	4	6%	0	0%	0	0%	1	6%	
	2-5 years	56	27%	8	26%	5	23%	15	28%	0	0%	24	35%	0	0%	0	0%	2	12%	
	6-9 years	46	22%	4	13%	7	32%	12	23%	0	0%	17	25%	0	0%	0	0%	4	24%	
	10-14 years	39	19%	5	16%	4	18%	8	15%	0	0%	11	16%	0	0%	0	0%	6	35%	
	15-19 years	21	10%	5	16%	4	18%	3	6%	0	0%	7	10%	0	0%	0	0%	1	6%	
	20-24 years	21	10%	8	26%	1	5%	6	11%	0	0%	5	7%	0	0%	0	0%	1	6%	
	25 or more	7	3%	1	3%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%	2	12%	
Years in district	1 year	21	10%	5	16%	4	18%	3	6%	0	0%	7	10%	0	0%	0	0%	1	6%	
	2-5 years	21	10%	8	26%	1	5%	6	11%	0	0%	5	7%	0	0%	0	0%	1	6%	
	6-9 years	7	3%	1	3%	0	0%	2	4%	0	0%	0	0%	0	0%	0	0%	2	12%	
	10-14 years	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	
	15-19 years	19	9%	0	0%	1	5%	9	17%	0	0%	6	9%	0	0%	0	0%	2	12%	
	20-24 years	70	34%	9	29%	7	32%	17	32%	0	0%	30	43%	0	0%	0	0%	3	18%	
	25 or more	38	19%	4	13%	5	23%	11	21%	0	0%	12	17%	0	0%	0	0%	4	24%	

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

2011 KEA ESP Survey Results: Warren County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	84	41%	13	42%	16	73%	36	68%	0	0%	8	12%	0	0%	0	0%	9	53%
	tech/vocational	11	5%	1	3%	2	9%	4	8%	0	0%	2	3%	0	0%	0	0%	2	12%
	some college	49	24%	5	16%	4	18%	9	17%	0	0%	25	36%	0	0%	0	0%	4	24%
	associate's	14	7%	6	19%	0	0%	1	2%	0	0%	7	10%	0	0%	0	0%	0	0%
	bachelor's	37	18%	6	19%	0	0%	1	2%	0	0%	22	32%	0	0%	0	0%	1	6%
	master's	5	2%	0	0%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
Additional jobs in district?	None	169	82%	27	87%	19	86%	44	83%	0	0%	58	84%	0	0%	0	0%	11	65%
	1	28	14%	3	10%	3	14%	6	11%	0	0%	8	12%	0	0%	0	0%	6	35%
	2	5	2%	1	3%	0	0%	1	2%	0	0%	2	3%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	155	76%	22	71%	17	77%	41	77%	0	0%	58	84%	0	0%	0	0%	9	53%
	1	38	19%	8	26%	2	9%	9	17%	0	0%	9	13%	0	0%	0	0%	5	29%
	2	10	5%	0	0%	3	14%	2	4%	0	0%	2	3%	0	0%	0	0%	3	18%
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	17	8%	2	6%	0	0%	3	6%	0	0%	0	0%	0	0%	0	0%	10	59%
	21-30 hours	28	14%	0	0%	1	5%	23	43%	0	0%	3	4%	0	0%	0	0%	1	6%
	31-40 hours	143	70%	26	84%	20	91%	25	47%	0	0%	59	86%	0	0%	0	0%	4	24%
	over 40 hours	16	8%	3	10%	1	5%	2	4%	0	0%	6	9%	0	0%	0	0%	2	12%
Earn more than half household income?	Yes	154	75%	25	81%	16	73%	40	75%	0	0%	53	77%	0	0%	0	0%	11	65%
	No	42	20%	6	19%	5	23%	9	17%	0	0%	12	17%	0	0%	0	0%	6	35%
Gender	Female	167	81%	31	100%	9	41%	50	94%	0	0%	57	83%	0	0%	0	0%	9	53%
	Male	35	17%	0	0%	12	55%	2	4%	0	0%	11	16%	0	0%	0	0%	8	47%
Age	under 25	2	1%	0	0%	1	5%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	25-29	10	5%	1	3%	0	0%	0	0%	0	0%	7	10%	0	0%	0	0%	0	0%
	30-39	37	18%	4	13%	0	0%	10	19%	0	0%	18	26%	0	0%	0	0%	3	18%
	40-49	60	29%	14	45%	4	18%	14	26%	0	0%	18	26%	0	0%	0	0%	6	35%
	50-59	60	29%	9	29%	9	41%	21	40%	0	0%	16	23%	0	0%	0	0%	3	18%
	60-64	23	11%	3	10%	4	18%	6	11%	0	0%	7	10%	0	0%	0	0%	2	12%
	65 or older	11	5%	0	0%	3	14%	2	4%	0	0%	1	1%	0	0%	0	0%	3	18%

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

2011 KEA ESP Survey Results: Warren County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Working Conditions																			
Job description?	Yes	187	91%	25	81%	21	95%	51	96%	0	0%	63	91%	0	0%	0	0%	15	88%
	No	17	8%	5	16%	1	5%	2	4%	0	0%	6	9%	0	0%	0	0%	2	12%
Is it accurate?	Yes	158	77%	17	55%	20	91%	48	91%	0	0%	50	72%	0	0%	0	0%	14	82%
	No	43	21%	12	39%	1	5%	5	9%	0	0%	18	26%	0	0%	0	0%	3	18%
Duties beyond primary ones?	Yes	119	58%	22	71%	13	59%	36	68%	0	0%	31	45%	0	0%	0	0%	13	76%
	No	81	40%	9	29%	7	32%	15	28%	0	0%	37	54%	0	0%	0	0%	4	24%
% beyond primary responsibilities	0%	63	31%	8	26%	6	27%	13	25%	0	0%	27	39%	0	0%	0	0%	3	18%
	1-10%	71	35%	8	26%	10	45%	17	32%	0	0%	24	35%	0	0%	0	0%	7	41%
	11-15%	18	9%	3	10%	2	9%	4	8%	0	0%	6	9%	0	0%	0	0%	2	12%
	16-25%	22	11%	8	26%	1	5%	5	9%	0	0%	5	7%	0	0%	0	0%	2	12%
	more than 25%	21	10%	4	13%	1	5%	10	19%	0	0%	4	6%	0	0%	0	0%	2	12%
Have adequate tools to do your job?	agree/strongly	166	81%	29	94%	13	59%	40	75%	0	0%	58	84%	0	0%	0	0%	14	82%
	neither	15	7%	1	3%	2	9%	6	11%	0	0%	4	6%	0	0%	0	0%	2	12%
	disagree/ strongly	21	10%	1	3%	6	27%	6	11%	0	0%	6	9%	0	0%	0	0%	1	6%
Employ monitors for every bus?	Yes	30	15%	1	3%	7	32%	7	13%	0	0%	13	19%	0	0%	0	0%	2	12%
	No	141	69%	24	77%	10	45%	32	60%	0	0%	51	74%	0	0%	0	0%	15	88%
Administer medications?	Yes	30	15%	1	3%	7	32%	7	13%	0	0%	13	19%	0	0%	0	0%	2	12%
	No	145	71%	14	45%	19	86%	45	85%	0	0%	51	74%	0	0%	0	0%	8	47%
If so, properly trained?	Yes	49	24%	15	48%	1	5%	4	8%	0	0%	17	25%	0	0%	0	0%	9	53%
	No	7	3%	2	6%	0	0%	4	8%	0	0%	1	1%	0	0%	0	0%	0	0%
	not applicable	45	22%	2	6%	4	18%	23	43%	0	0%	12	17%	0	0%	0	0%	2	12%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	119	58%	13	42%	12	55%	35	66%	0	0%	39	57%	0	0%	0	0%	10	59%
	No	78	38%	17	55%	7	32%	15	28%	0	0%	30	43%	0	0%	0	0%	7	41%
Seniority recognized for awarding job positions?	Yes	79	39%	10	32%	4	18%	19	36%	0	0%	31	45%	0	0%	0	0%	13	76%
	No	106	52%	19	61%	14	64%	30	57%	0	0%	32	46%	0	0%	0	0%	4	24%

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

2011 KEA ESP Survey Results: Warren County

		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	28	14%	0	0%	0	0%	0	0%	0	0%	28	41%	0	0%	0	0%	0	0%
	No	41	20%	0	0%	0	0%	0	0%	0	0%	41	59%	0	0%	0	0%	0	0%
	not applicable	136	66%	31	100%	22	100%	53	100%	0	0%	0	0%	0	0%	0	0%	17	100%
If so, how often?	once/week	10	5%	0	0%	0	0%	0	0%	0	0%	10	14%	0	0%	0	0%	0	0%
	2-3 times/week	10	5%	0	0%	0	0%	0	0%	0	0%	10	14%	0	0%	0	0%	0	0%
	4-5 times/week	5	2%	0	0%	0	0%	0	0%	0	0%	5	7%	0	0%	0	0%	0	0%
	6-10 times/week	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	more than 10 times/week	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	not applicable	177	86%	31	100%	22	100%	53	100%	0	0%	41	59%	0	0%	0	0%	17	100%
Work Environment																			
Work in a safe environment?	Yes	193	94%	29	94%	22	100%	48	91%	0	0%	66	96%	0	0%	0	0%	15	88%
	No	10	5%	2	6%	0	0%	3	6%	0	0%	3	4%	0	0%	0	0%	2	12%
District's student discipline policy consistently followed?	Yes	136	66%	19	61%	17	77%	34	64%	0	0%	46	67%	0	0%	0	0%	10	59%
	No	45	22%	9	29%	2	9%	4	8%	0	0%	21	30%	0	0%	0	0%	7	41%
Trained on student discipline policies and processes?	Yes	114	56%	16	52%	6	27%	19	36%	0	0%	49	71%	0	0%	0	0%	16	94%
	No	78	38%	15	48%	12	55%	27	51%	0	0%	18	26%	0	0%	0	0%	1	6%
Peer to peer bullying or harassment an issue?	Yes	29	14%	3	10%	1	5%	4	8%	0	0%	16	23%	0	0%	0	0%	3	18%
	No	166	81%	27	87%	17	77%	45	85%	0	0%	53	77%	0	0%	0	0%	14	82%
Bullying or harassment by supervisor an issue?	Yes	10	5%	0	0%	1	5%	3	6%	0	0%	2	3%	0	0%	0	0%	4	24%
	No	190	93%	31	100%	19	86%	47	89%	0	0%	67	97%	0	0%	0	0%	13	76%
Enjoy working in this school district?	agree/strongly	185	90%	30	97%	20	91%	46	87%	0	0%	63	91%	0	0%	0	0%	15	88%
	neither	13	6%	0	0%	2	9%	4	8%	0	0%	5	7%	0	0%	0	0%	1	6%
	disagree/ strongly	6	3%	1	3%	0	0%	2	4%	0	0%	1	1%	0	0%	0	0%	1	6%

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