

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		34		2		0		0		1		14		0		0		15	
<b>Demographics</b>																			
Job category	Clerical	2	6%																
	Custodial	0	0%																
	Food Services	0	0%																
	Inst. Assts.	14	41%																
	Health/Student Services	1	3%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	15	44%																
Work location	Elementary	17	50%	0	0%	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	20%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	4	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	20%
Years employed	1 year	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	20%
	6-9 years	8	24%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	2	13%
	10-14 years	4	12%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	2	13%
	15-19 years	10	29%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	3	20%
	20-24 years	7	21%	0	0%	0	0%	0	0%	0	0%	2	14%	0	0%	0	0%	4	27%
	25 or more	2	6%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	1	7%
Years in district	1 year	10	29%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	3	20%
	2-5 years	7	21%	0	0%	0	0%	0	0%	0	0%	2	14%	0	0%	0	0%	4	27%
	6-9 years	2	6%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	1	7%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	20%
25 or more	8	24%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	2	13%	

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Education level	HS or GED	17	50%	0	0%	0	0%	0	0%	0	0%	7	50%	0	0%	0	0%	9	60%
	tech/vocational	3	9%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	1	7%
	some college	9	26%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	3	20%
	associate's	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
	bachelor's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
Additional jobs in district?	None	18	53%	0	0%	0	0%	0	0%	0	0%	11	79%	0	0%	0	0%	5	33%
	1	10	29%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	6	40%
	2	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
Additional jobs outside district?	None	20	59%	0	0%	0	0%	0	0%	0	0%	7	50%	0	0%	0	0%	10	67%
	1	10	29%	0	0%	0	0%	0	0%	0	0%	7	50%	0	0%	0	0%	1	7%
	2	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
Hours worked per week	0-10 hours	1	3%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%
	11-20 hours	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	20%
	21-30 hours	6	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	40%
	31-40 hours	17	50%	0	0%	0	0%	0	0%	0	0%	10	71%	0	0%	0	0%	3	20%
	over 40 hours	7	21%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	3	20%
Earn more than half household income?	Yes	24	71%	0	0%	0	0%	0	0%	0	0%	11	79%	0	0%	0	0%	9	60%
	No	10	29%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	6	40%
Gender	Female	24	71%	0	0%	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	5	33%
	Male	10	29%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	67%
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	5	15%	0	0%	0	0%	0	0%	0	0%	2	14%	0	0%	0	0%	3	20%
	40-49	11	32%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	3	20%
	50-59	11	32%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	3	20%
	60-64	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
	65 or older	5	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	33%

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<b>Training and PD</b>																			
Where received initial training?	department	8	24%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	2	13%
	school district	29	85%	0	0%	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	11	73%
	college	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	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	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
From inside district, outside or both?	within school district	23	68%	0	0%	0	0%	0	0%	0	0%	10	71%	0	0%	0	0%	11	73%
	outside school district	2	6%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	1	7%
	both	9	26%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	3	20%
Do you receive ongoing PD from District?	Yes	21	62%	0	0%	0	0%	0	0%	0	0%	8	57%	0	0%	0	0%	10	67%
	No	12	35%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	4	27%
How many days?	0 days	9	26%	0	0%	0	0%	0	0%	0	0%	5	36%	0	0%	0	0%	3	20%
	1-4 days	22	65%	0	0%	0	0%	0	0%	0	0%	9	64%	0	0%	0	0%	10	67%
	5-8 days	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
	more than 8 days	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	30	88%	0	0%	0	0%	0	0%	0	0%	11	79%	0	0%	0	0%	14	93%
	No	4	12%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	1	7%
Is it accurate?	Yes	20	59%	0	0%	0	0%	0	0%	0	0%	5	36%	0	0%	0	0%	13	87%
	No	14	41%	0	0%	0	0%	0	0%	0	0%	9	64%	0	0%	0	0%	2	13%
Duties beyond primary ones?	Yes	30	88%	0	0%	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	12	80%
	No	4	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	20%
% beyond primary responsibilities	0%	4	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	20%
	1-10%	14	41%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	7	47%
	11-15%	5	15%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	1	7%
	16-25%	4	12%	0	0%	0	0%	0	0%	0	0%	2	14%	0	0%	0	0%	2	13%
	more than 25%	5	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
Have adequate tools to do your job?	agree/strongly	17	50%	0	0%	0	0%	0	0%	0	0%	6	43%	0	0%	0	0%	7	47%
	neither	6	18%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	3	20%
	disagree/ strongly	10	29%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	5	33%
Employ monitors for every bus?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	34	100%	0	0%	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	15	100%
Administer medications?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	21	62%	0	0%	0	0%	0	0%	0	0%	12	86%	0	0%	0	0%	6	40%
If so, properly trained?	Yes	12	35%	0	0%	0	0%	0	0%	0	0%	2	14%	0	0%	0	0%	8	53%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	6	18%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	3	20%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	8	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	40%
	No	25	74%	0	0%	0	0%	0	0%	0	0%	13	93%	0	0%	0	0%	9	60%
Seniority recognized for awarding job positions?	Yes	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%
	No	32	94%	0	0%	0	0%	0	0%	0	0%	14	100%	0	0%	0	0%	13	87%

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Instructional Assistants expected to cover classes?	Yes	11	32%	0	0%	0	0%	0	0%	0	0%	11	79%	0	0%	0	0%	0	0%
	No	3	9%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	0	0%
	not applicable	20	59%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	15	100%
If so, how often?	once/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%
	2-3 times/week	4	12%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	0	0%
	4-5 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%
	6-10 times/week	4	12%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	0	0%
	more than 10 times/week	1	12%	0	0%	0	0%	0	0%	0	0%	1	29%	0	0%	0	0%	0	0%
	not applicable	23	68%	0	0%	0	0%	0	0%	0	0%	3	21%	0	0%	0	0%	15	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	24	71%	0	0%	0	0%	0	0%	0	0%	12	86%	0	0%	0	0%	8	53%
	No	7	21%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	5	33%
District's student discipline policy consistently followed?	Yes	7	21%	0	0%	0	0%	0	0%	0	0%	2	14%	0	0%	0	0%	2	13%
	No	24	71%	0	0%	0	0%	0	0%	0	0%	10	71%	0	0%	0	0%	12	80%
Trained on student discipline policies and processes?	Yes	15	44%	0	0%	0	0%	0	0%	0	0%	4	29%	0	0%	0	0%	9	60%
	No	18	53%	0	0%	0	0%	0	0%	0	0%	10	71%	0	0%	0	0%	5	33%
Peer to peer bullying or harassment an issue?	Yes	8	24%	0	0%	0	0%	0	0%	0	0%	2	14%	0	0%	0	0%	5	33%
	No	23	68%	0	0%	0	0%	0	0%	0	0%	11	79%	0	0%	0	0%	8	53%
Bullying or harassment by supervisor an issue?	Yes	6	18%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	4	27%
	No	25	74%	0	0%	0	0%	0	0%	0	0%	12	86%	0	0%	0	0%	9	60%
Enjoy working in this school district?	agree/strongly	19	56%	0	0%	0	0%	0	0%	0	0%	9	64%	0	0%	0	0%	7	47%
	neither	8	24%	0	0%	0	0%	0	0%	0	0%	5	36%	0	0%	0	0%	2	13%
	disagree/ strongly	6	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	33%

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