

**2011 KEA ESP Survey Results: Bardstown Independent**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		22		4		0		0		0		18		0		0		0	
<b>Demographics</b>																			
Job category	Clerical	4	18%																
	Custodial	0	0%																
	Food Services	0	0%																
	Inst. Assts.	18	82%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	2	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	Middle	1	5%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	7	32%	0	0%	0	0%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%
	Combination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
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	14%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	6-9 years	6	27%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	10-14 years	7	32%	0	0%	0	0%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%
	15-19 years	4	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	20-24 years	2	9%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	25 or more	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	4	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	2-5 years	2	9%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	6-9 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	3	14%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
25 or more	6	27%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%	

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

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	3	14%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	tech/vocational	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	11	50%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
	associate's	5	23%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	bachelor's	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	master's	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	21	95%	0	0%	0	0%	0	0%	0	0%	17	94%	0	0%	0	0%	0	0%
	1	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	13	59%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
	1	8	36%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	2	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	11-20 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	17	77%	0	0%	0	0%	0	0%	0	0%	14	78%	0	0%	0	0%	0	0%
	over 40 hours	3	14%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	18	82%	0	0%	0	0%	0	0%	0	0%	15	83%	0	0%	0	0%	0	0%
	No	4	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
Gender	Female	22	100%	0	0%	0	0%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	30-39	5	23%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	40-49	8	36%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	50-59	8	36%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	60-64	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	3	14%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	No	19	86%	0	0%	0	0%	0	0%	0	0%	15	83%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	1-4 hours	2	9%	0	0%	0	0%	0	0%	0	0%	2	11%	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	19	86%	0	0%	0	0%	0	0%	0	0%	15	83%	0	0%	0	0%	0	0%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	14%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	not applicable	19	86%	0	0%	0	0%	0	0%	0	0%	15	83%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	9	41%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	No	10	45%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	8	36%	0	0%	0	0%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%
	1-10%	6	27%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	11-25%	5	23%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	26-50%	2	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
	51-75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	0	0%	0	0%	0	0%	0	0%	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	3	14%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	school district	14	67%	0	0%	0	0%	0	0%	0	0%	13	76%	0	0%	0	0%	0	0%
	college	8	38%	0	0%	0	0%	0	0%	0	0%	6	35%	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	4	19%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	6	27%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	outside school district	4	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	both	11	50%	0	0%	0	0%	0	0%	0	0%	9	50%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	20	91%	0	0%	0	0%	0	0%	0	0%	17	94%	0	0%	0	0%	0	0%
	No	2	9%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
How many days?	0 days	2	9%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	1-4 days	18	82%	0	0%	0	0%	0	0%	0	0%	15	83%	0	0%	0	0%	0	0%
	5-8 days	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	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	18	82%	0	0%	0	0%	0	0%	0	0%	14	78%	0	0%	0	0%	0	0%
	No	3	14%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
Is it accurate?	Yes	15	68%	0	0%	0	0%	0	0%	0	0%	12	67%	0	0%	0	0%	0	0%
	No	4	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	8	36%	0	0%	0	0%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%
	No	12	55%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	9	41%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
	1-10%	8	36%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	11-15%	3	14%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	16-25%	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	more than 25%	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	15	68%	0	0%	0	0%	0	0%	0	0%	12	67%	0	0%	0	0%	0	0%
	neither	5	23%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	disagree/ strongly	2	9%	0	0%	0	0%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	7	32%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	No	15	68%	0	0%	0	0%	0	0%	0	0%	13	72%	0	0%	0	0%	0	0%
Administer medications?	Yes	7	32%	0	0%	0	0%	0	0%	0	0%	5	28%	0	0%	0	0%	0	0%
	No	11	50%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	11	50%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	5	23%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	13	59%	0	0%	0	0%	0	0%	0	0%	11	61%	0	0%	0	0%	0	0%
	No	9	41%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	4	18%	0	0%	0	0%	0	0%	0	0%	3	17%	0	0%	0	0%	0	0%
	No	17	77%	0	0%	0	0%	0	0%	0	0%	15	83%	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	
Instructional Assistants expected to cover classes?	Yes	8	36%	0	0%	0	0%	0	0%	0	0%	8	44%	0	0%	0	0%	0	0%
	No	10	45%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
	not applicable	4	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	7	32%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	2-3 times/week	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	14	64%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	21	95%	0	0%	0	0%	0	0%	0	0%	18	100%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	10	45%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	No	12	55%	0	0%	0	0%	0	0%	0	0%	11	61%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	9	41%	0	0%	0	0%	0	0%	0	0%	7	39%	0	0%	0	0%	0	0%
	No	12	55%	0	0%	0	0%	0	0%	0	0%	10	56%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	9	41%	0	0%	0	0%	0	0%	0	0%	6	33%	0	0%	0	0%	0	0%
	No	13	59%	0	0%	0	0%	0	0%	0	0%	12	67%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	18%	0	0%	0	0%	0	0%	0	0%	4	22%	0	0%	0	0%	0	0%
	No	18	82%	0	0%	0	0%	0	0%	0	0%	14	78%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	20	91%	0	0%	0	0%	0	0%	0	0%	16	89%	0	0%	0	0%	0	0%
	neither	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	disagree/ strongly	1	5%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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