

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		80		4		9		14		5		36		2		0		10	
<b>Demographics</b>																			
Job category	Clerical	4	5%																
	Custodial	9	11%																
	Food Services	14	18%																
	Inst. Assts.	36	45%																
	Health/Student Services	5	6%																
	Skilled Trades	2	3%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	10	13%																
Work location	Elementary	76	95%	0	0%	0	0%	14	100%	0	0%	36	100%	0	0%	0	0%	6	60%
	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	4	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	40%
Years employed	1 year	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	2-5 years	17	21%	0	0%	0	0%	4	29%	0	0%	3	8%	0	0%	0	0%	3	30%
	6-9 years	16	20%	0	0%	0	0%	5	36%	0	0%	7	19%	0	0%	0	0%	1	10%
	10-14 years	17	21%	0	0%	0	0%	3	21%	0	0%	10	28%	0	0%	0	0%	1	10%
	15-19 years	14	18%	0	0%	0	0%	1	7%	0	0%	8	22%	0	0%	0	0%	2	20%
	20-24 years	11	14%	0	0%	0	0%	1	7%	0	0%	5	14%	0	0%	0	0%	3	30%
	25 or more	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Years in district	1 year	14	18%	0	0%	0	0%	1	7%	0	0%	8	22%	0	0%	0	0%	2	20%
	2-5 years	11	14%	0	0%	0	0%	1	7%	0	0%	5	14%	0	0%	0	0%	3	30%
	6-9 years	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	15-19 years	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	20-24 years	20	25%	0	0%	0	0%	4	29%	0	0%	5	14%	0	0%	0	0%	3	30%
	25 or more	14	18%	0	0%	0	0%	5	36%	0	0%	5	14%	0	0%	0	0%	1	10%

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

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	38	48%	0	0%	0	0%	12	86%	0	0%	14	39%	0	0%	0	0%	4	40%
	tech/vocational	7	9%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	4	40%
	some college	15	19%	0	0%	0	0%	2	14%	0	0%	8	22%	0	0%	0	0%	1	10%
	associate's	5	6%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	bachelor's	8	10%	0	0%	0	0%	0	0%	0	0%	6	17%	0	0%	0	0%	1	10%
	master's	4	5%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	56	70%	0	0%	0	0%	10	71%	0	0%	23	64%	0	0%	0	0%	7	70%
	1	14	18%	0	0%	0	0%	0	0%	0	0%	9	25%	0	0%	0	0%	2	20%
	2	7	9%	0	0%	0	0%	4	29%	0	0%	3	8%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	53	66%	0	0%	0	0%	11	79%	0	0%	27	75%	0	0%	0	0%	3	30%
	1	21	26%	0	0%	0	0%	3	21%	0	0%	5	14%	0	0%	0	0%	6	60%
	2	5	6%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	11-20 hours	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	21-30 hours	6	8%	0	0%	0	0%	4	29%	0	0%	1	3%	0	0%	0	0%	1	10%
	31-40 hours	55	69%	0	0%	0	0%	10	71%	0	0%	25	69%	0	0%	0	0%	4	40%
	over 40 hours	15	19%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	4	40%
Earn more than half household income?	Yes	59	74%	0	0%	0	0%	12	86%	0	0%	27	75%	0	0%	0	0%	6	60%
	No	19	24%	0	0%	0	0%	2	14%	0	0%	8	22%	0	0%	0	0%	4	40%
Gender	Female	66	83%	0	0%	0	0%	14	100%	0	0%	35	97%	0	0%	0	0%	4	40%
	Male	14	18%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	6	60%
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	16	20%	0	0%	0	0%	3	21%	0	0%	6	17%	0	0%	0	0%	1	10%
	40-49	27	34%	0	0%	0	0%	5	36%	0	0%	12	33%	0	0%	0	0%	1	10%
	50-59	28	35%	0	0%	0	0%	4	29%	0	0%	14	39%	0	0%	0	0%	6	60%
	60-64	8	10%	0	0%	0	0%	2	14%	0	0%	3	8%	0	0%	0	0%	2	20%
	65 or older	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	80	100%	0	0%	0	0%	14	100%	0	0%	36	100%	0	0%	0	0%	10	100%
	Hawaiian/ Pacific Islander	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Span./Hispanic	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	7	9%	0	0%	0	0%	5	36%	0	0%	0	0%	0	0%	0	0%	1	10%
	No	72	90%	0	0%	0	0%	9	64%	0	0%	35	97%	0	0%	0	0%	9	90%
Satisfied with KEA?	satisfied/very	6	8%	0	0%	0	0%	4	29%	0	0%	0	0%	0	0%	0	0%	1	10%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	72	90%	0	0%	0	0%	9	64%	0	0%	35	97%	0	0%	0	0%	9	90%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Wages and Benefits</b>																			
Required overtime?	Yes	7	9%	0	0%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	No	72	90%	0	0%	0	0%	14	100%	0	0%	31	86%	0	0%	0	0%	10	100%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	5	6%	0	0%	0	0%	0	0%	0	0%	4	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	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	72	90%	0	0%	0	0%	14	100%	0	0%	31	86%	0	0%	0	0%	10	100%
If so, compensated?	Yes	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	4	5%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	not applicable	72	90%	0	0%	0	0%	14	100%	0	0%	31	86%	0	0%	0	0%	10	100%
Benefits a main factor in employment?	Yes	54	68%	0	0%	0	0%	12	86%	0	0%	20	56%	0	0%	0	0%	8	80%
	No	17	21%	0	0%	0	0%	1	7%	0	0%	12	33%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	11	14%	0	0%	0	0%	2	14%	0	0%	6	17%	0	0%	0	0%	0	0%
	1-10%	23	29%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	5	50%
	11-25%	26	33%	0	0%	0	0%	6	43%	0	0%	12	33%	0	0%	0	0%	3	30%
	26-50%	11	14%	0	0%	0	0%	4	29%	0	0%	7	19%	0	0%	0	0%	0	0%
	51-75%	2	3%	0	0%	0	0%	1	7%	0	0%	1	3%	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	21	27%	0	0%	0	0%	4	29%	0	0%	11	31%	0	0%	0	0%	1	10%
	school district	59	76%	0	0%	0	0%	11	79%	0	0%	30	83%	0	0%	0	0%	10	100%
	college	13	17%	0	0%	0	0%	0	0%	0	0%	9	25%	0	0%	0	0%	0	0%
	KEA	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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	5	6%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	49	61%	0	0%	0	0%	14	100%	0	0%	18	50%	0	0%	0	0%	9	90%
	outside school district	6	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	both	22	28%	0	0%	0	0%	0	0%	0	0%	18	50%	0	0%	0	0%	1	10%
Do you receive ongoing PD from District?	Yes	58	73%	0	0%	0	0%	6	43%	0	0%	35	97%	0	0%	0	0%	10	100%
	No	18	23%	0	0%	0	0%	8	57%	0	0%	1	3%	0	0%	0	0%	0	0%
How many days?	0 days	16	20%	0	0%	0	0%	7	50%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	26	33%	0	0%	0	0%	5	36%	0	0%	9	25%	0	0%	0	0%	10	100%
	5-8 days	32	40%	0	0%	0	0%	0	0%	0	0%	27	75%	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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		Disctriect Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
<b>Job Performance</b>																				
Regularly evaluated?	Yes	76	95%	0	0%	0	0%	14	100%	0	0%	35	97%	0	0%	0	0%	10	100%	
	No	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
How often?	once/month	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/quarter	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
	every 6 months	4	5%	0	0%	0	0%	1	7%	0	0%	2	6%	0	0%	0	0%	0	0%	
	once/year	68	85%	0	0%	0	0%	13	93%	0	0%	33	92%	0	0%	0	0%	10	100%	
Who evaluates?	supervisor	38	48%	0	0%	0	0%	14	100%	0	0%	8	22%	0	0%	0	0%	8	80%	
	administrator	37	46%	0	0%	0	0%	0	0%	0	0%	26	72%	0	0%	0	0%	2	20%	
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	combination of people	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	65	81%	0	0%	0	0%	12	86%	0	0%	31	86%	0	0%	0	0%	7	70%	
	neither	7	9%	0	0%	0	0%	1	7%	0	0%	2	6%	0	0%	0	0%	2	20%	
	disagree/ strongly	6	8%	0	0%	0	0%	1	7%	0	0%	3	8%	0	0%	0	0%	1	10%	

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<b>Working Conditions</b>																			
Job description?	Yes	75	94%	0	0%	0	0%	12	86%	0	0%	36	100%	0	0%	0	0%	10	100%
	No	2	3%	0	0%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	67	84%	0	0%	0	0%	10	71%	0	0%	31	86%	0	0%	0	0%	10	100%
	No	10	13%	0	0%	0	0%	4	29%	0	0%	5	14%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	47	59%	0	0%	0	0%	10	71%	0	0%	20	56%	0	0%	0	0%	4	40%
	No	30	38%	0	0%	0	0%	4	29%	0	0%	16	44%	0	0%	0	0%	6	60%
% beyond primary responsibilities	0%	19	24%	0	0%	0	0%	2	14%	0	0%	13	36%	0	0%	0	0%	3	30%
	1-10%	34	43%	0	0%	0	0%	6	43%	0	0%	15	42%	0	0%	0	0%	3	30%
	11-15%	15	19%	0	0%	0	0%	2	14%	0	0%	6	17%	0	0%	0	0%	4	40%
	16-25%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	5	6%	0	0%	0	0%	4	29%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	60	75%	0	0%	0	0%	12	86%	0	0%	28	78%	0	0%	0	0%	7	70%
	neither	6	8%	0	0%	0	0%	1	7%	0	0%	3	8%	0	0%	0	0%	2	20%
	disagree/ strongly	12	15%	0	0%	0	0%	1	7%	0	0%	5	14%	0	0%	0	0%	1	10%
Employ monitors for every bus?	Yes	6	8%	0	0%	0	0%	4	29%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	70	88%	0	0%	0	0%	9	64%	0	0%	34	94%	0	0%	0	0%	10	100%
Administer medications?	Yes	6	8%	0	0%	0	0%	4	29%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	57	71%	0	0%	0	0%	14	100%	0	0%	24	67%	0	0%	0	0%	6	60%
If so, properly trained?	Yes	21	26%	0	0%	0	0%	0	0%	0	0%	11	31%	0	0%	0	0%	5	50%
	No	1	1%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	20	25%	0	0%	0	0%	8	57%	0	0%	4	11%	0	0%	0	0%	3	30%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	54	68%	0	0%	0	0%	7	50%	0	0%	29	81%	0	0%	0	0%	6	60%
	No	23	29%	0	0%	0	0%	6	43%	0	0%	7	19%	0	0%	0	0%	4	40%
Seniority recognized for awarding job positions?	Yes	52	65%	0	0%	0	0%	7	50%	0	0%	30	83%	0	0%	0	0%	3	30%
	No	19	24%	0	0%	0	0%	7	50%	0	0%	3	8%	0	0%	0	0%	7	70%

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Instructional Assistants expected to cover classes?	Yes	16	20%	0	0%	0	0%	0	0%	0	0%	16	44%	0	0%	0	0%	0	0%
	No	19	24%	0	0%	0	0%	0	0%	0	0%	19	53%	0	0%	0	0%	0	0%
	not applicable	44	55%	0	0%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	9	11%	0	0%	0	0%	0	0%	0	0%	9	25%	0	0%	0	0%	0	0%
	2-3 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	4-5 times/week	5	6%	0	0%	0	0%	0	0%	0	0%	5	14%	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	63	79%	0	0%	0	0%	14	100%	0	0%	19	53%	0	0%	0	0%	10	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	76	95%	0	0%	0	0%	13	93%	0	0%	36	100%	0	0%	0	0%	9	90%
	No	2	3%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	1	10%
District's student discipline policy consistently followed?	Yes	59	74%	0	0%	0	0%	8	57%	0	0%	33	92%	0	0%	0	0%	3	30%
	No	14	18%	0	0%	0	0%	4	29%	0	0%	3	8%	0	0%	0	0%	6	60%
Trained on student discipline policies and processes?	Yes	57	71%	0	0%	0	0%	5	36%	0	0%	33	92%	0	0%	0	0%	9	90%
	No	16	20%	0	0%	0	0%	8	57%	0	0%	2	6%	0	0%	0	0%	1	10%
Peer to peer bullying or harassment an issue?	Yes	9	11%	0	0%	0	0%	2	14%	0	0%	1	3%	0	0%	0	0%	4	40%
	No	63	79%	0	0%	0	0%	9	64%	0	0%	33	92%	0	0%	0	0%	6	60%
Bullying or harassment by supervisor an issue?	Yes	1	1%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	72	90%	0	0%	0	0%	9	64%	0	0%	36	100%	0	0%	0	0%	10	100%
Enjoy working in this school district?	agree/strongly	75	94%	0	0%	0	0%	14	100%	0	0%	33	92%	0	0%	0	0%	10	100%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	4%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%

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