

2011 KEA ESP Survey Results: Boyd County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		125		24		13		11		5		48		2		3		18		
Demographics																				
Job category	Clerical	24	19%																	
	Custodial	13	10%																	
	Food Services	11	9%																	
	Inst. Assts.	48	38%																	
	Health/Student Services	5	4%																	
	Skilled Trades	2	2%																	
	Security Services	0	0%																	
	Tech. Services	3	2%																	
	Transportation	18	14%																	
Work location	Elementary	79	63%	10	42%	8	62%	9	82%	0	0%	47	98%	0	0%	0	0%	0	0%	
	Middle	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	High School	2	2%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%	
	District Wide	20	16%	4	17%	3	23%	2	18%	0	0%	0	0%	0	0%	0	0%	6	33%	
	Other Dist. Site	10	8%	8	33%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
	Combination	9	7%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	8	44%	
Years employed	1 year	6	5%	0	0%	2	15%	1	9%	0	0%	1	2%	0	0%	0	0%	1	6%	
	2-5 years	26	21%	1	4%	5	38%	0	0%	0	0%	13	27%	0	0%	0	0%	5	28%	
	6-9 years	27	22%	3	13%	3	23%	3	27%	0	0%	11	23%	0	0%	0	0%	6	33%	
	10-14 years	27	22%	7	29%	1	8%	4	36%	0	0%	10	21%	0	0%	0	0%	2	11%	
	15-19 years	25	20%	9	38%	1	8%	1	9%	0	0%	9	19%	0	0%	0	0%	2	11%	
	20-24 years	3	2%	0	0%	0	0%	1	9%	0	0%	2	4%	0	0%	0	0%	0	0%	
	25 or more	10	8%	4	17%	1	8%	1	9%	0	0%	2	4%	0	0%	0	0%	1	6%	
Years in district	1 year	25	20%	9	38%	1	8%	1	9%	0	0%	9	19%	0	0%	0	0%	2	11%	
	2-5 years	3	2%	0	0%	0	0%	1	9%	0	0%	2	4%	0	0%	0	0%	0	0%	
	6-9 years	10	8%	4	17%	1	8%	1	9%	0	0%	2	4%	0	0%	0	0%	1	6%	
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%	
	15-19 years	7	6%	0	0%	3	23%	1	9%	0	0%	1	2%	0	0%	0	0%	1	6%	
	20-24 years	30	24%	3	13%	4	31%	0	0%	0	0%	16	33%	0	0%	0	0%	5	28%	
	25 or more	24	19%	3	13%	2	15%	3	27%	0	0%	8	17%	0	0%	0	0%	6	33%	

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Education level	HS or GED	48	38%	8	33%	9	69%	5	45%	0	0%	16	33%	0	0%	0	0%	8	44%
	tech/vocational	5	4%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	2	11%
	some college	44	35%	11	46%	4	31%	5	45%	0	0%	16	33%	0	0%	0	0%	5	28%
	associate's	17	14%	3	13%	0	0%	1	9%	0	0%	8	17%	0	0%	0	0%	3	17%
	bachelor's	6	5%	2	8%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
	master's	4	3%	0	0%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	92	74%	17	71%	10	77%	11	100%	0	0%	37	77%	0	0%	0	0%	10	56%
	1	25	20%	4	17%	3	23%	0	0%	0	0%	10	21%	0	0%	0	0%	8	44%
	2	5	4%	2	8%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	98	78%	23	96%	11	85%	8	73%	0	0%	38	79%	0	0%	0	0%	11	61%
	1	22	18%	1	4%	2	15%	3	27%	0	0%	7	15%	0	0%	0	0%	5	28%
	2	5	4%	0	0%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	2	11%
Hours worked per week	0-10 hours	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	11	9%	1	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	9	50%
	21-30 hours	9	7%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	8	44%
	31-40 hours	94	75%	20	83%	11	85%	9	82%	0	0%	44	92%	0	0%	0	0%	1	6%
	over 40 hours	9	7%	2	8%	1	8%	0	0%	0	0%	4	8%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	83	66%	18	75%	8	62%	8	73%	0	0%	34	71%	0	0%	0	0%	9	50%
	No	40	32%	6	25%	4	31%	3	27%	0	0%	13	27%	0	0%	0	0%	9	50%
Gender	Female	103	82%	23	96%	6	46%	11	100%	0	0%	46	96%	0	0%	0	0%	10	56%
	Male	20	16%	1	4%	7	54%	0	0%	0	0%	1	2%	0	0%	0	0%	7	39%
Age	under 25	3	2%	0	0%	2	15%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	3	2%	0	0%	1	8%	1	9%	0	0%	1	2%	0	0%	0	0%	0	0%
	30-39	22	18%	4	17%	4	31%	1	9%	0	0%	11	23%	0	0%	0	0%	1	6%
	40-49	32	26%	5	21%	2	15%	3	27%	0	0%	15	31%	0	0%	0	0%	3	17%
	50-59	47	38%	12	50%	4	31%	4	36%	0	0%	15	31%	0	0%	0	0%	6	33%
	60-64	10	8%	0	0%	0	0%	2	18%	0	0%	3	6%	0	0%	0	0%	5	28%
	65 or older	6	5%	3	13%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	2	11%

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Working Conditions																			
Job description?	Yes	122	98%	24	100%	13	100%	11	100%	0	0%	33	69%	0	0%	0	0%	18	100%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	12	25%	0	0%	0	0%	0	0%
Is it accurate?	Yes	104	83%	22	92%	11	85%	10	91%	0	0%	21	44%	0	0%	0	0%	18	100%
	No	16	13%	2	8%	1	8%	1	9%	0	0%	23	48%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	57	46%	10	42%	11	85%	5	45%	0	0%	17	35%	0	0%	0	0%	3	17%
	No	64	51%	14	58%	2	15%	6	55%	0	0%	17	35%	0	0%	0	0%	15	83%
% beyond primary responsibilities	0%	53	42%	11	46%	3	23%	5	45%	0	0%	3	6%	0	0%	0	0%	13	72%
	1-10%	40	32%	7	29%	7	54%	3	27%	0	0%	1	2%	0	0%	0	0%	2	11%
	11-15%	7	6%	1	4%	1	8%	1	9%	0	0%	5	10%	0	0%	0	0%	1	6%
	16-25%	5	4%	0	0%	0	0%	0	0%	0	0%	27	56%	0	0%	0	0%	0	0%
	more than 25%	11	9%	2	8%	2	15%	0	0%	0	0%	12	25%	0	0%	0	0%	2	11%
Have adequate tools to do your job?	agree/strongly	103	82%	22	92%	8	62%	10	91%	0	0%	0	0%	0	0%	0	0%	16	89%
	neither	12	10%	0	0%	3	23%	1	9%	0	0%	2	4%	0	0%	0	0%	1	6%
	disagree/ strongly	10	8%	2	8%	2	15%	0	0%	0	0%	46	96%	0	0%	0	0%	1	6%
Employ monitors for every bus?	Yes	43	34%	4	17%	6	46%	0	0%	0	0%	33	69%	0	0%	0	0%	6	33%
	No	71	57%	19	79%	6	46%	11	100%	0	0%	15	31%	0	0%	0	0%	12	67%
Administer medications?	Yes	43	34%	4	17%	6	46%	0	0%	0	0%	33	69%	0	0%	0	0%	6	33%
	No	74	59%	19	79%	12	92%	0	0%	0	0%	3	6%	0	0%	0	0%	9	50%
If so, properly trained?	Yes	47	38%	5	21%	0	0%	7	64%	0	0%	29	60%	0	0%	0	0%	9	50%
	No	3	2%	0	0%	0	0%	3	27%	0	0%	18	38%	0	0%	0	0%	0	0%
	not applicable	24	19%	5	21%	5	38%	1	9%	0	0%	1	2%	0	0%	0	0%	5	28%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	82	66%	17	71%	6	46%	6	55%	0	0%	19	40%	0	0%	0	0%	13	72%
	No	39	31%	7	29%	6	46%	4	36%	0	0%	27	56%	0	0%	0	0%	4	22%
Seniority recognized for awarding job positions?	Yes	52	42%	10	42%	3	23%	0	0%	0	0%	13	27%	0	0%	0	0%	10	56%
	No	64	51%	11	46%	9	69%	0	0%	0	0%	30	63%	0	0%	0	0%	8	44%

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Instructional Assistants expected to cover classes?	Yes	13	10%	0	0%	0	0%	0	0%	0	0%	5	10%	0	0%	0	0%	0	0%
	No	30	24%	0	0%	0	0%	0	0%	0	0%	3	6%	0	0%	0	0%	0	0%
	not applicable	77	62%	24	100%	13	100%	0	0%	0	0%	2	4%	0	0%	0	0%	18	100%
If so, how often?	once/week	3	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	2-3 times/week	5	4%	0	0%	0	0%	11	100%	0	0%	47	98%	0	0%	0	0%	0	0%
	4-5 times/week	2	2%	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	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	107	86%	24	100%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%	18	100%
Work Environment																			
Work in a safe environment?	Yes	124	99%	24	100%	13	100%	7	64%	0	0%	42	88%	0	0%	0	0%	18	100%
	No	1	1%	0	0%	0	0%	1	9%	0	0%	5	10%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	89	71%	16	67%	9	69%	4	36%	0	0%	36	75%	0	0%	0	0%	10	56%
	No	18	14%	0	0%	3	23%	5	45%	0	0%	11	23%	0	0%	0	0%	7	39%
Trained on student discipline policies and processes?	Yes	65	52%	8	33%	2	15%	2	18%	0	0%	4	8%	0	0%	0	0%	11	61%
	No	49	39%	11	46%	10	77%	8	73%	0	0%	42	88%	0	0%	0	0%	6	33%
Peer to peer bullying or harassment an issue?	Yes	8	6%	0	0%	0	0%	1	9%	0	0%	2	4%	0	0%	0	0%	2	11%
	No	110	88%	22	92%	12	92%	8	73%	0	0%	46	96%	0	0%	0	0%	16	89%
Bullying or harassment by supervisor an issue?	Yes	5	4%	1	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	116	93%	22	92%	11	85%	0	0%	0	0%	3	6%	0	0%	0	0%	18	100%
Enjoy working in this school district?	agree/strongly	111	89%	23	96%	10	77%	0	0%	0	0%	0	0%	0	0%	0	0%	17	94%
	neither	7	6%	0	0%	2	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	7	6%	1	4%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%

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