

2011 KEA ESP Survey Results: Bracken County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		48		4		6		15		4		17		0		1		1	
Demographics																			
Job category	Clerical	4	8%																
	Custodial	6	13%																
	Food Services	15	31%																
	Inst. Assts.	17	35%																
	Health/Student Services	4	8%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	1	2%																
Work location	Elementary	21	44%	0	0%	0	0%	7	47%	0	0%	11	65%	0	0%	0	0%	0	0%
	Middle	12	25%	0	0%	0	0%	4	27%	0	0%	3	18%	0	0%	0	0%	0	0%
	High School	10	21%	0	0%	0	0%	4	27%	0	0%	2	12%	0	0%	0	0%	0	0%
	District Wide	1	2%	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	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Years employed	1 year	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	9	19%	0	0%	0	0%	3	20%	0	0%	3	18%	0	0%	0	0%	0	0%
	6-9 years	9	19%	0	0%	0	0%	3	20%	0	0%	4	24%	0	0%	0	0%	0	0%
	10-14 years	11	23%	0	0%	0	0%	4	27%	0	0%	5	29%	0	0%	0	0%	0	0%
	15-19 years	11	23%	0	0%	0	0%	4	27%	0	0%	5	29%	0	0%	0	0%	0	0%
	20-24 years	2	4%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	4	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	11	23%	0	0%	0	0%	4	27%	0	0%	5	29%	0	0%	0	0%	0	0%
	2-5 years	2	4%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	4	8%	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	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	13	27%	0	0%	0	0%	4	27%	0	0%	5	29%	0	0%	0	0%	0	0%
25 or more	9	19%	0	0%	0	0%	3	20%	0	0%	3	18%	0	0%	0	0%	0	0%	

*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	26	54%	0	0%	0	0%	12	80%	0	0%	7	41%	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	9	19%	0	0%	0	0%	3	20%	0	0%	5	29%	0	0%	0	0%	0	0%
	associate's	6	13%	0	0%	0	0%	0	0%	0	0%	4	24%	0	0%	0	0%	0	0%
	bachelor's	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	master's	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	32	67%	0	0%	0	0%	8	53%	0	0%	14	82%	0	0%	0	0%	0	0%
	1	11	23%	0	0%	0	0%	5	33%	0	0%	1	6%	0	0%	0	0%	0	0%
	2	2	4%	0	0%	0	0%	1	7%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	34	71%	0	0%	0	0%	9	60%	0	0%	16	94%	0	0%	0	0%	0	0%
	1	13	27%	0	0%	0	0%	5	33%	0	0%	1	6%	0	0%	0	0%	0	0%
	2	1	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	4%	0	0%	0	0%	2	13%	0	0%	0	0%	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	6	13%	0	0%	0	0%	3	20%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	33	69%	0	0%	0	0%	6	40%	0	0%	16	94%	0	0%	0	0%	0	0%
	over 40 hours	6	13%	0	0%	0	0%	4	27%	0	0%	1	6%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	37	77%	0	0%	0	0%	10	67%	0	0%	16	94%	0	0%	0	0%	0	0%
	No	11	23%	0	0%	0	0%	5	33%	0	0%	1	6%	0	0%	0	0%	0	0%
Gender	Female	45	94%	0	0%	0	0%	15	100%	0	0%	16	94%	0	0%	0	0%	0	0%
	Male	2	4%	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	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	30-39	8	17%	0	0%	0	0%	3	20%	0	0%	3	18%	0	0%	0	0%	0	0%
	40-49	13	27%	0	0%	0	0%	4	27%	0	0%	5	29%	0	0%	0	0%	0	0%
	50-59	15	31%	0	0%	0	0%	5	33%	0	0%	5	29%	0	0%	0	0%	0	0%
	60-64	9	19%	0	0%	0	0%	3	20%	0	0%	2	12%	0	0%	0	0%	0	0%
	65 or older	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Bracken County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation						
Racial group	American Indian	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%			
	Black/African American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%			
	Caucasian	45	94%	0	0%	0	0%	14	93%	0	0%	17	100%	0	0%	0	0%	0	0%	0	0%			
	Hawaiian/ Pacific Islander	1	2%	0	0%	0	0%	1	7%	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%	0	0%	0	0%	
Association Membership																								
KEA member?	Yes	14	29%	0	0%	0	0%	1	7%	0	0%	11	65%	0	0%	0	0%	0	0%	0	0%	0	0%	
	No	33	69%	0	0%	0	0%	14	93%	0	0%	6	35%	0	0%	0	0%	0	0%	0	0%	0	0%	
Satisfied with KEA?	satisfied/very	9	19%	0	0%	0	0%	1	7%	0	0%	7	41%	0	0%	0	0%	0	0%	0	0%	0	0%	
	neither	4	8%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%	0	0%	0	0%	
	unsatisfied/ very	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	
	not applicable	33	69%	0	0%	0	0%	14	93%	0	0%	6	35%	0	0%	0	0%	0	0%	0	0%	0	0%	

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	4	8%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	43	90%	0	0%	0	0%	14	93%	0	0%	16	94%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	1-4 hours	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	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	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	43	90%	0	0%	0	0%	14	93%	0	0%	16	94%	0	0%	0	0%	0	0%
If so, compensated?	Yes	4	8%	0	0%	0	0%	1	7%	0	0%	0	0%	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	43	90%	0	0%	0	0%	14	93%	0	0%	16	94%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	17	35%	0	0%	0	0%	6	40%	0	0%	5	29%	0	0%	0	0%	0	0%
	No	22	46%	0	0%	0	0%	5	33%	0	0%	9	53%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	8	17%	0	0%	0	0%	1	7%	0	0%	5	29%	0	0%	0	0%	0	0%
	1-10%	15	31%	0	0%	0	0%	5	33%	0	0%	4	24%	0	0%	0	0%	0	0%
	11-25%	10	21%	0	0%	0	0%	2	13%	0	0%	3	18%	0	0%	0	0%	0	0%
	26-50%	11	23%	0	0%	0	0%	4	27%	0	0%	5	29%	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%	1	2%	0	0%	0	0%	1	7%	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	
Training and PD																			
Where received initial training?	department	17	37%	0	0%	0	0%	8	53%	0	0%	7	44%	0	0%	0	0%	0	0%
	school district	30	65%	0	0%	0	0%	12	80%	0	0%	10	63%	0	0%	0	0%	0	0%
	college	6	13%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	KEA	1	2%	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	7	15%	0	0%	0	0%	1	7%	0	0%	2	13%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	28	58%	0	0%	0	0%	9	60%	0	0%	11	65%	0	0%	0	0%	0	0%
	outside school district	6	13%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	both	11	23%	0	0%	0	0%	6	40%	0	0%	3	18%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	18	38%	0	0%	0	0%	11	73%	0	0%	6	35%	0	0%	0	0%	0	0%
	No	28	58%	0	0%	0	0%	4	27%	0	0%	10	59%	0	0%	0	0%	0	0%
How many days?	0 days	26	54%	0	0%	0	0%	2	13%	0	0%	11	65%	0	0%	0	0%	0	0%
	1-4 days	18	38%	0	0%	0	0%	12	80%	0	0%	5	29%	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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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Job Performance																			
Regularly evaluated?	Yes	41	85%	0	0%	0	0%	15	100%	0	0%	12	71%	0	0%	0	0%	0	0%
	No	7	15%	0	0%	0	0%	0	0%	0	0%	5	29%	0	0%	0	0%	0	0%
How often?	once/month	2	4%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	3	6%	0	0%	0	0%	2	13%	0	0%	1	6%	0	0%	0	0%	0	0%
	once/year	39	81%	0	0%	0	0%	11	73%	0	0%	13	76%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	32	67%	0	0%	0	0%	14	93%	0	0%	8	47%	0	0%	0	0%	0	0%
	administrator	11	23%	0	0%	0	0%	0	0%	0	0%	8	47%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	30	63%	0	0%	0	0%	11	73%	0	0%	11	65%	0	0%	0	0%	0	0%
	neither	14	29%	0	0%	0	0%	4	27%	0	0%	6	35%	0	0%	0	0%	0	0%
	disagree/ strongly	4	8%	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	
Working Conditions																			
Job description?	Yes	47	98%	0	0%	0	0%	15	100%	0	0%	17	100%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	37	77%	0	0%	0	0%	13	87%	0	0%	12	71%	0	0%	0	0%	0	0%
	No	9	19%	0	0%	0	0%	1	7%	0	0%	4	24%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	20	42%	0	0%	0	0%	2	13%	0	0%	11	65%	0	0%	0	0%	0	0%
	No	26	54%	0	0%	0	0%	12	80%	0	0%	5	29%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	19	40%	0	0%	0	0%	10	67%	0	0%	3	18%	0	0%	0	0%	0	0%
	1-10%	15	31%	0	0%	0	0%	2	13%	0	0%	7	41%	0	0%	0	0%	0	0%
	11-15%	5	10%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	16-25%	1	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	4	8%	0	0%	0	0%	1	7%	0	0%	3	18%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	39	81%	0	0%	0	0%	14	93%	0	0%	14	82%	0	0%	0	0%	0	0%
	neither	5	10%	0	0%	0	0%	1	7%	0	0%	2	12%	0	0%	0	0%	0	0%
	disagree/ strongly	4	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	7	15%	0	0%	0	0%	3	20%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	33	69%	0	0%	0	0%	7	47%	0	0%	16	94%	0	0%	0	0%	0	0%
Administer medications?	Yes	7	15%	0	0%	0	0%	3	20%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	37	77%	0	0%	0	0%	12	80%	0	0%	14	82%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	8	17%	0	0%	0	0%	0	0%	0	0%	3	18%	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	15	31%	0	0%	0	0%	3	20%	0	0%	5	29%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	28	58%	0	0%	0	0%	10	67%	0	0%	7	41%	0	0%	0	0%	0	0%
	No	16	33%	0	0%	0	0%	3	20%	0	0%	10	59%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	26	54%	0	0%	0	0%	10	67%	0	0%	6	35%	0	0%	0	0%	0	0%
	No	13	27%	0	0%	0	0%	2	13%	0	0%	8	47%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	14	29%	0	0%	0	0%	0	0%	0	0%	14	82%	0	0%	0	0%	0	0%
	No	3	6%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	not applicable	31	65%	0	0%	0	0%	15	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	7	15%	0	0%	0	0%	0	0%	0	0%	7	41%	0	0%	0	0%	0	0%
	2-3 times/week	3	6%	0	0%	0	0%	0	0%	0	0%	3	18%	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	2	0%	0	0%	0	0%	0	0%	0	0%	2	0%	0	0%	0	0%	0	0%
	not applicable	34	71%	0	0%	0	0%	15	100%	0	0%	3	18%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	44	92%	0	0%	0	0%	14	93%	0	0%	14	82%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	26	54%	0	0%	0	0%	8	53%	0	0%	8	47%	0	0%	0	0%	0	0%
	No	17	35%	0	0%	0	0%	4	27%	0	0%	9	53%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	15	31%	0	0%	0	0%	5	33%	0	0%	8	47%	0	0%	0	0%	0	0%
	No	30	63%	0	0%	0	0%	8	53%	0	0%	9	53%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	6	13%	0	0%	0	0%	1	7%	0	0%	3	18%	0	0%	0	0%	0	0%
	No	41	85%	0	0%	0	0%	14	93%	0	0%	14	82%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	44	92%	0	0%	0	0%	14	93%	0	0%	16	94%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	41	85%	0	0%	0	0%	14	93%	0	0%	14	82%	0	0%	0	0%	0	0%
	neither	6	13%	0	0%	0	0%	1	7%	0	0%	3	18%	0	0%	0	0%	0	0%
	disagree/ strongly	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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