

**2011 KEA ESP Survey Results:**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Bullitt County Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		246		56		23		25		6		98		7		3		26	
<b>Demographics</b>																			
Job category	Clerical	56	23%																
	Custodial	23	9%																
	Food Services	25	10%																
	Inst. Assts.	98	40%																
	Health/Student Services	6	2%																
	Skilled Trades	7	3%																
	Security Services	0	0%																
	Tech. Services	3	1%																
	Transportation	26	11%																
Work location	Elementary	132	54%	26	46%	10	43%	15	60%	0	0%	76	78%	0	0%	0	0%	1	4%
	Middle	40	16%	11	20%	5	22%	8	32%	0	0%	14	14%	0	0%	0	0%	0	0%
	High School	18	7%	8	14%	3	13%	2	8%	0	0%	5	5%	0	0%	0	0%	0	0%
	District Wide	28	11%	6	11%	3	13%	0	0%	0	0%	1	1%	0	0%	0	0%	11	42%
	Other Dist. Site	3	1%	2	4%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	Combination	20	8%	1	2%	2	9%	0	0%	0	0%	1	1%	0	0%	0	0%	14	54%
Years employed	1 year	13	5%	1	2%	2	9%	0	0%	0	0%	8	8%	0	0%	0	0%	1	4%
	2-5 years	76	31%	14	25%	8	35%	5	20%	0	0%	30	31%	0	0%	0	0%	14	54%
	6-9 years	52	21%	12	21%	5	22%	6	24%	0	0%	23	23%	0	0%	0	0%	4	15%
	10-14 years	45	18%	10	18%	3	13%	10	40%	0	0%	16	16%	0	0%	0	0%	4	15%
	15-19 years	27	11%	7	13%	3	13%	2	8%	0	0%	9	9%	0	0%	0	0%	1	4%
	20-24 years	22	9%	7	13%	1	4%	1	4%	0	0%	9	9%	0	0%	0	0%	2	8%
	25 or more	8	3%	4	7%	0	0%	1	4%	0	0%	3	3%	0	0%	0	0%	0	0%
Years in district	1 year	27	11%	7	13%	3	13%	2	8%	0	0%	9	9%	0	0%	0	0%	1	4%
	2-5 years	22	9%	7	13%	1	4%	1	4%	0	0%	9	9%	0	0%	0	0%	2	8%
	6-9 years	8	3%	4	7%	0	0%	1	4%	0	0%	3	3%	0	0%	0	0%	0	0%
	10-14 years	3	1%	1	2%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	19	8%	4	7%	3	13%	0	0%	0	0%	9	9%	0	0%	0	0%	1	4%
	20-24 years	82	33%	14	25%	8	35%	7	28%	0	0%	32	33%	0	0%	0	0%	16	62%
25 or more	53	22%	15	27%	5	22%	6	24%	0	0%	22	22%	0	0%	0	0%	3	12%	

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Education level	HS or GED	84	34%	16	29%	14	61%	14	56%	0	0%	27	28%	0	0%	0	0%	11	42%
	tech/vocational	15	6%	0	0%	3	13%	3	12%	0	0%	5	5%	0	0%	0	0%	3	12%
	some college	84	34%	24	43%	3	13%	7	28%	0	0%	38	39%	0	0%	0	0%	9	35%
	associate's	25	10%	8	14%	2	9%	1	4%	0	0%	10	10%	0	0%	0	0%	1	4%
	bachelor's	27	11%	6	11%	1	4%	0	0%	0	0%	13	13%	0	0%	0	0%	2	8%
	master's	10	4%	2	4%	0	0%	0	0%	0	0%	5	5%	0	0%	0	0%	0	0%
Additional jobs in district?	None	191	78%	38	68%	21	91%	21	84%	0	0%	75	77%	0	0%	0	0%	22	85%
	1	33	13%	10	18%	0	0%	2	8%	0	0%	17	17%	0	0%	0	0%	2	8%
	2	14	6%	5	9%	1	4%	1	4%	0	0%	5	5%	0	0%	0	0%	2	8%
Additional jobs outside district?	None	186	76%	44	79%	15	65%	19	76%	0	0%	78	80%	0	0%	0	0%	17	65%
	1	51	21%	12	21%	6	26%	4	16%	0	0%	18	18%	0	0%	0	0%	7	27%
	2	7	3%	0	0%	2	9%	2	8%	0	0%	1	1%	0	0%	0	0%	1	4%
Hours worked per week	0-10 hours	5	2%	0	0%	0	0%	0	0%	0	0%	4	4%	0	0%	0	0%	1	4%
	11-20 hours	7	3%	2	4%	1	4%	1	4%	0	0%	2	2%	0	0%	0	0%	1	4%
	21-30 hours	75	30%	11	20%	5	22%	10	40%	0	0%	48	49%	0	0%	0	0%	0	0%
	31-40 hours	134	54%	38	68%	13	57%	12	48%	0	0%	36	37%	0	0%	0	0%	19	73%
	over 40 hours	24	10%	4	7%	4	17%	2	8%	0	0%	8	8%	0	0%	0	0%	5	19%
Earn more than half household income?	Yes	183	74%	48	86%	11	48%	22	88%	0	0%	84	86%	0	0%	0	0%	11	42%
	No	58	24%	7	13%	11	48%	3	12%	0	0%	13	13%	0	0%	0	0%	13	50%
Gender	Female	204	83%	54	96%	10	43%	24	96%	0	0%	95	97%	0	0%	0	0%	11	42%
	Male	38	15%	2	4%	13	57%	0	0%	0	0%	2	2%	0	0%	0	0%	13	50%
Age	under 25	5	2%	0	0%	1	4%	0	0%	0	0%	3	3%	0	0%	0	0%	1	4%
	25-29	8	3%	1	2%	0	0%	0	0%	0	0%	6	6%	0	0%	0	0%	0	0%
	30-39	32	13%	9	16%	3	13%	1	4%	0	0%	15	15%	0	0%	0	0%	0	0%
	40-49	92	37%	27	48%	5	22%	13	52%	0	0%	35	36%	0	0%	0	0%	8	31%
	50-59	79	32%	16	29%	10	43%	7	28%	0	0%	29	30%	0	0%	0	0%	10	38%
	60-64	21	9%	2	4%	4	17%	2	8%	0	0%	8	8%	0	0%	0	0%	4	15%
	65 or older	7	3%	1	2%	0	0%	2	8%	0	0%	1	1%	0	0%	0	0%	2	8%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	15	6%	1	2%	4	17%	0	0%	0	0%	2	2%	0	0%	0	0%	4	15%
	No	230	93%	55	98%	18	78%	25	100%	0	0%	96	98%	0	0%	0	0%	22	85%
If so, how many hours?	0 hours	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	10	4%	1	2%	3	13%	0	0%	0	0%	1	1%	0	0%	0	0%	3	12%
	5-8 hours	1	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	230	93%	55	98%	18	78%	25	100%	0	0%	96	98%	0	0%	0	0%	22	85%
If so, compensated?	Yes	10	4%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%	0	0%	4	15%
	No	2	1%	1	2%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	not applicable	230	93%	55	98%	18	78%	25	100%	0	0%	96	98%	0	0%	0	0%	22	85%
Benefits a main factor in employment?	Yes	113	46%	33	59%	13	57%	9	36%	0	0%	39	40%	0	0%	0	0%	11	42%
	No	112	46%	21	38%	6	26%	13	52%	0	0%	55	56%	0	0%	0	0%	9	35%
% salary going toward health insurance	0%	88	36%	20	36%	4	17%	10	40%	0	0%	42	43%	0	0%	0	0%	11	42%
	1-10%	63	26%	13	23%	8	35%	6	24%	0	0%	21	21%	0	0%	0	0%	6	23%
	11-25%	52	21%	15	27%	5	22%	3	12%	0	0%	18	18%	0	0%	0	0%	5	19%
	26-50%	26	11%	6	11%	3	13%	3	12%	0	0%	10	10%	0	0%	0	0%	3	12%
	51-75%	8	3%	1	2%	0	0%	3	12%	0	0%	3	3%	0	0%	0	0%	1	4%
	over 75%	3	1%	0	0%	1	4%	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%

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<b>Training and PD</b>																			
Where received initial training?	department	98	40%	26	47%	7	30%	8	32%	0	0%	41	42%	0	0%	0	0%	12	46%
	school district	160	66%	32	58%	15	65%	21	84%	0	0%	66	68%	0	0%	0	0%	16	62%
	college	41	17%	9	16%	2	9%	0	0%	0	0%	21	22%	0	0%	0	0%	0	0%
	KEA	1	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	40	16%	10	18%	5	22%	0	0%	0	0%	13	13%	0	0%	0	0%	7	27%
From inside district, outside or both?	within school district	164	67%	38	68%	13	57%	24	96%	0	0%	65	66%	0	0%	0	0%	20	77%
	outside school district	19	8%	5	9%	2	9%	0	0%	0	0%	5	5%	0	0%	0	0%	1	4%
	both	58	24%	11	20%	7	30%	1	4%	0	0%	27	28%	0	0%	0	0%	4	15%
Do you receive ongoing PD from District?	Yes	110	45%	11	20%	2	9%	13	52%	0	0%	59	60%	0	0%	0	0%	17	65%
	No	130	53%	43	77%	20	87%	11	44%	0	0%	39	40%	0	0%	0	0%	7	27%
How many days?	0 days	125	51%	43	77%	18	78%	12	48%	0	0%	37	38%	0	0%	0	0%	6	23%
	1-4 days	98	40%	9	16%	3	13%	11	44%	0	0%	53	54%	0	0%	0	0%	14	54%
	5-8 days	7	3%	0	0%	0	0%	0	0%	0	0%	7	7%	0	0%	0	0%	0	0%
	more than 8 days	3	1%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	8%

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<b>Job Performance</b>																				
Regularly evaluated?	Yes	228	93%	52	93%	20	87%	25	100%	0	0%	90	92%	0	0%	0	0%	24	92%	
	No	11	4%	2	4%	2	9%	0	0%	0	0%	4	4%	0	0%	0	0%	2	8%	
How often?	once/month	3	1%	0	0%	1	4%	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%	
	once/quarter	9	4%	0	0%	2	9%	1	4%	0	0%	5	5%	0	0%	0	0%	1	4%	
	every 6 months	15	6%	2	4%	3	13%	3	12%	0	0%	6	6%	0	0%	0	0%	1	4%	
	once/year	208	85%	52	93%	15	65%	19	76%	0	0%	80	82%	0	0%	0	0%	24	92%	
Who evaluates?	supervisor	120	49%	23	41%	14	61%	22	88%	0	0%	31	32%	0	0%	0	0%	19	73%	
	administrator	83	34%	30	54%	4	17%	2	8%	0	0%	42	43%	0	0%	0	0%	2	8%	
	colleagues	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	
	combination of people	26	11%	2	4%	3	13%	0	0%	0	0%	15	15%	0	0%	0	0%	4	15%	
My supervisor helps me be effective in my job.	agree/strongly	170	69%	41	73%	11	48%	21	84%	0	0%	66	67%	0	0%	0	0%	22	85%	
	neither	38	15%	8	14%	6	26%	1	4%	0	0%	16	16%	0	0%	0	0%	2	8%	
	disagree/ strongly	28	11%	4	7%	5	22%	2	8%	0	0%	11	11%	0	0%	0	0%	2	8%	

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<b>Working Conditions</b>																			
Job description?	Yes	239	97%	54	96%	23	100%	24	96%	0	0%	94	96%	0	0%	0	0%	26	100%
	No	1	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	193	78%	36	64%	17	74%	23	92%	0	0%	84	86%	0	0%	0	0%	23	88%
	No	45	18%	17	30%	5	22%	1	4%	0	0%	11	11%	0	0%	0	0%	3	12%
Duties beyond primary ones?	Yes	114	46%	30	54%	15	65%	8	32%	0	0%	33	34%	0	0%	0	0%	15	58%
	No	122	50%	23	41%	8	35%	16	64%	0	0%	60	61%	0	0%	0	0%	11	42%
% beyond primary responsibilities	0%	100	41%	16	29%	8	35%	14	56%	0	0%	50	51%	0	0%	0	0%	8	31%
	1-10%	77	31%	16	29%	8	35%	5	20%	0	0%	31	32%	0	0%	0	0%	11	42%
	11-15%	16	7%	3	5%	1	4%	2	8%	0	0%	4	4%	0	0%	0	0%	4	15%
	16-25%	20	8%	7	13%	3	13%	2	8%	0	0%	3	3%	0	0%	0	0%	1	4%
	more than 25%	19	8%	9	16%	2	9%	1	4%	0	0%	4	4%	0	0%	0	0%	1	4%
Have adequate tools to do your job?	agree/strongly	183	74%	48	86%	16	70%	19	76%	0	0%	74	76%	0	0%	0	0%	16	62%
	neither	29	12%	4	7%	2	9%	4	16%	0	0%	12	12%	0	0%	0	0%	4	15%
	disagree/ strongly	29	12%	2	4%	5	22%	2	8%	0	0%	9	9%	0	0%	0	0%	6	23%
Employ monitors for every bus?	Yes	37	15%	2	4%	6	26%	1	4%	0	0%	25	26%	0	0%	0	0%	0	0%
	No	180	73%	44	79%	12	52%	19	76%	0	0%	67	68%	0	0%	0	0%	26	100%
Administer medications?	Yes	37	15%	2	4%	6	26%	1	4%	0	0%	25	26%	0	0%	0	0%	0	0%
	No	184	75%	24	43%	20	87%	24	96%	0	0%	81	83%	0	0%	0	0%	20	77%
If so, properly trained?	Yes	59	24%	31	55%	1	4%	1	4%	0	0%	21	21%	0	0%	0	0%	4	15%
	No	18	7%	3	5%	1	4%	2	8%	0	0%	7	7%	0	0%	0	0%	1	4%
	not applicable	36	15%	5	9%	10	43%	7	28%	0	0%	5	5%	0	0%	0	0%	9	35%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	147	60%	33	59%	11	48%	16	64%	0	0%	58	59%	0	0%	0	0%	18	69%
	No	87	35%	21	38%	10	43%	8	32%	0	0%	34	35%	0	0%	0	0%	8	31%
Seniority recognized for awarding job positions?	Yes	116	47%	18	32%	5	22%	8	32%	0	0%	58	59%	0	0%	0	0%	21	81%
	No	108	44%	30	54%	15	65%	15	60%	0	0%	33	34%	0	0%	0	0%	4	15%

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Instructional Assistants expected to cover classes?	Yes	30	12%	0	0%	0	0%	0	0%	0	0%	30	31%	0	0%	0	0%	0	0%	
	No	59	24%	0	0%	0	0%	0	0%	0	0%	59	60%	0	0%	0	0%	0	0%	
	not applicable	148	60%	56	100%	23	100%	25	100%	0	0%	0	0%	0	0%	0	0%	26	100%	
If so, how often?	once/week	10	4%	0	0%	0	0%	0	0%	0	0%	10	10%	0	0%	0	0%	0	0%	
	2-3 times/week	6	2%	0	0%	0	0%	0	0%	0	0%	6	6%	0	0%	0	0%	0	0%	
	4-5 times/week	8	3%	0	0%	0	0%	0	0%	0	0%	8	8%	0	0%	0	0%	0	0%	
	6-10 times/week	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	
	more than 10 times/week	4	0%	0	0%	0	0%	0	0%	0	0%	4	1%	0	0%	0	0%	0	0%	
	not applicable	207	84%	56	100%	23	100%	25	100%	0	0%	59	60%	0	0%	0	0%	0	0%	26
<b>Work Environment</b>																				
Work in a safe environment?	Yes	226	92%	54	96%	19	83%	24	96%	0	0%	92	94%	0	0%	0	0%	22	85%	
	No	14	6%	0	0%	4	17%	1	4%	0	0%	2	2%	0	0%	0	0%	4	15%	
District's student discipline policy consistently followed?	Yes	170	69%	43	77%	12	52%	14	56%	0	0%	76	78%	0	0%	0	0%	12	46%	
	No	56	23%	9	16%	7	30%	5	20%	0	0%	17	17%	0	0%	0	0%	14	54%	
Trained on student discipline policies and processes?	Yes	130	53%	23	41%	4	17%	10	40%	0	0%	63	64%	0	0%	0	0%	23	88%	
	No	96	39%	29	52%	16	70%	9	36%	0	0%	30	31%	0	0%	0	0%	3	12%	
Peer to peer bullying or harassment an issue?	Yes	33	13%	1	2%	4	17%	2	8%	0	0%	11	11%	0	0%	0	0%	11	42%	
	No	196	80%	51	91%	18	78%	20	80%	0	0%	81	83%	0	0%	0	0%	14	54%	
Bullying or harassment by supervisor an issue?	Yes	11	4%	0	0%	2	9%	1	4%	0	0%	5	5%	0	0%	0	0%	1	4%	
	No	224	91%	53	95%	20	87%	21	84%	0	0%	89	91%	0	0%	0	0%	25	96%	
Enjoy working in this school district?	agree/strongly	217	88%	51	91%	18	78%	24	96%	0	0%	89	91%	0	0%	0	0%	23	88%	
	neither	14	6%	2	4%	3	13%	0	0%	0	0%	4	4%	0	0%	0	0%	1	4%	
	disagree/ strongly	10	4%	2	4%	2	9%	1	4%	0	0%	1	1%	0	0%	0	0%	2	8%	

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