

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		159		24		16		24		8		56		4		3		24	
<b>Demographics</b>																			
Job category	Clerical	24	15%																
	Custodial	16	10%																
	Food Services	24	15%																
	Inst. Assts.	56	35%																
	Health/Student Services	8	5%																
	Skilled Trades	4	3%																
	Security Services	0	0%																
	Tech. Services	3	2%																
	Transportation	24	15%																
Work location	Elementary	67	42%	7	29%	2	13%	15	63%	0	0%	33	59%	0	0%	0	0%	9	38%
	Middle	23	14%	3	13%	5	31%	7	29%	0	0%	6	11%	0	0%	0	0%	0	0%
	High School	8	5%	2	8%	3	19%	0	0%	0	0%	1	2%	0	0%	0	0%	1	4%
	District Wide	21	13%	6	25%	3	19%	1	4%	0	0%	3	5%	0	0%	0	0%	1	4%
	Other Dist. Site	5	3%	2	8%	1	6%	0	0%	0	0%	1	2%	0	0%	0	0%	1	4%
	Combination	13	8%	0	0%	1	6%	0	0%	0	0%	2	4%	0	0%	0	0%	9	38%
Years employed	1 year	8	5%	0	0%	1	6%	1	4%	0	0%	3	5%	0	0%	0	0%	2	8%
	2-5 years	34	21%	4	17%	4	25%	5	21%	0	0%	15	27%	0	0%	0	0%	4	17%
	6-9 years	34	21%	6	25%	5	31%	6	25%	0	0%	10	18%	0	0%	0	0%	3	13%
	10-14 years	36	23%	5	21%	3	19%	5	21%	0	0%	11	20%	0	0%	0	0%	9	38%
	15-19 years	20	13%	5	21%	1	6%	5	21%	0	0%	6	11%	0	0%	0	0%	1	4%
	20-24 years	16	10%	3	13%	1	6%	1	4%	0	0%	7	13%	0	0%	0	0%	2	8%
	25 or more	9	6%	1	4%	1	6%	1	4%	0	0%	3	5%	0	0%	0	0%	3	13%
Years in district	1 year	20	13%	5	21%	1	6%	5	21%	0	0%	6	11%	0	0%	0	0%	1	4%
	2-5 years	16	10%	3	13%	1	6%	1	4%	0	0%	7	13%	0	0%	0	0%	2	8%
	6-9 years	9	6%	1	4%	1	6%	1	4%	0	0%	3	5%	0	0%	0	0%	3	13%
	10-14 years	2	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	15-19 years	10	6%	1	4%	1	6%	1	4%	0	0%	4	7%	0	0%	0	0%	2	8%
	20-24 years	38	24%	4	17%	4	25%	7	29%	0	0%	16	29%	0	0%	0	0%	4	17%
25 or more	34	21%	6	25%	5	31%	5	21%	0	0%	11	20%	0	0%	0	0%	3	13%	

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Education level	HS or GED	68	43%	10	42%	12	75%	17	71%	0	0%	14	25%	0	0%	0	0%	13	54%
	tech/vocational	13	8%	0	0%	2	13%	2	8%	0	0%	5	9%	0	0%	0	0%	4	17%
	some college	37	23%	4	17%	2	13%	4	17%	0	0%	20	36%	0	0%	0	0%	5	21%
	associate's	8	5%	4	17%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	4%
	bachelor's	27	17%	6	25%	0	0%	1	4%	0	0%	12	21%	0	0%	0	0%	1	4%
	master's	3	2%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Additional jobs in district?	None	121	76%	21	88%	12	75%	22	92%	0	0%	39	70%	0	0%	0	0%	17	71%
	1	30	19%	1	4%	3	19%	2	8%	0	0%	15	27%	0	0%	0	0%	5	21%
	2	3	2%	1	4%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	4%
Additional jobs outside district?	None	116	73%	20	83%	13	81%	18	75%	0	0%	43	77%	0	0%	0	0%	14	58%
	1	31	19%	3	13%	3	19%	5	21%	0	0%	7	13%	0	0%	0	0%	9	38%
	2	5	3%	1	4%	0	0%	1	4%	0	0%	1	2%	0	0%	0	0%	1	4%
Hours worked per week	0-10 hours	5	3%	2	8%	0	0%	1	4%	0	0%	2	4%	0	0%	0	0%	0	0%
	11-20 hours	12	8%	1	4%	1	6%	1	4%	0	0%	2	4%	0	0%	0	0%	7	29%
	21-30 hours	30	19%	0	0%	2	13%	11	46%	0	0%	5	9%	0	0%	0	0%	11	46%
	31-40 hours	88	55%	17	71%	9	56%	8	33%	0	0%	43	77%	0	0%	0	0%	3	13%
	over 40 hours	23	14%	4	17%	4	25%	3	13%	0	0%	3	5%	0	0%	0	0%	3	13%
Earn more than half household income?	Yes	117	74%	17	71%	9	56%	22	92%	0	0%	48	86%	0	0%	0	0%	15	63%
	No	39	25%	6	25%	7	44%	2	8%	0	0%	7	13%	0	0%	0	0%	8	33%
Gender	Female	132	83%	23	96%	7	44%	24	100%	0	0%	51	91%	0	0%	0	0%	18	75%
	Male	24	15%	1	4%	9	56%	0	0%	0	0%	4	7%	0	0%	0	0%	5	21%
Age	under 25	3	2%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	25-29	6	4%	1	4%	2	13%	1	4%	0	0%	1	2%	0	0%	0	0%	0	0%
	30-39	19	12%	5	21%	0	0%	0	0%	0	0%	9	16%	0	0%	0	0%	3	13%
	40-49	51	32%	6	25%	1	6%	8	33%	0	0%	24	43%	0	0%	0	0%	6	25%
	50-59	58	36%	10	42%	7	44%	14	58%	0	0%	15	27%	0	0%	0	0%	7	29%
	60-64	10	6%	2	8%	1	6%	1	4%	0	0%	2	4%	0	0%	0	0%	3	13%
	65 or older	10	6%	0	0%	5	31%	0	0%	0	0%	1	2%	0	0%	0	0%	4	17%

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<b>Working Conditions</b>																			
Job description?	Yes	151	95%	21	88%	15	94%	23	96%	0	0%	55	98%	0	0%	0	0%	23	96%
	No	4	3%	2	8%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	124	78%	17	71%	12	75%	20	83%	0	0%	44	79%	0	0%	0	0%	20	83%
	No	32	20%	6	25%	4	25%	4	17%	0	0%	11	20%	0	0%	0	0%	3	13%
Duties beyond primary ones?	Yes	93	58%	13	54%	11	69%	11	46%	0	0%	35	63%	0	0%	0	0%	9	38%
	No	63	40%	10	42%	5	31%	13	54%	0	0%	19	34%	0	0%	0	0%	15	63%
% beyond primary responsibilities	0%	47	30%	8	33%	3	19%	10	42%	0	0%	17	30%	0	0%	0	0%	8	33%
	1-10%	60	38%	7	29%	9	56%	7	29%	0	0%	16	29%	0	0%	0	0%	12	50%
	11-15%	13	8%	2	8%	1	6%	4	17%	0	0%	6	11%	0	0%	0	0%	0	0%
	16-25%	7	4%	2	8%	0	0%	1	4%	0	0%	2	4%	0	0%	0	0%	0	0%
	more than 25%	17	11%	3	13%	0	0%	1	4%	0	0%	10	18%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	123	77%	20	83%	8	50%	20	83%	0	0%	45	80%	0	0%	0	0%	19	79%
	neither	13	8%	3	13%	2	13%	0	0%	0	0%	5	9%	0	0%	0	0%	3	13%
	disagree/ strongly	16	10%	1	4%	4	25%	3	13%	0	0%	3	5%	0	0%	0	0%	2	8%
Employ monitors for every bus?	Yes	26	16%	1	4%	4	25%	10	42%	0	0%	5	9%	0	0%	0	0%	0	0%
	No	113	71%	19	79%	6	38%	12	50%	0	0%	46	82%	0	0%	0	0%	23	96%
Administer medications?	Yes	26	16%	1	4%	4	25%	10	42%	0	0%	5	9%	0	0%	0	0%	0	0%
	No	118	74%	13	54%	14	88%	23	96%	0	0%	35	63%	0	0%	0	0%	21	88%
If so, properly trained?	Yes	39	25%	13	54%	0	0%	0	0%	0	0%	21	38%	0	0%	0	0%	2	8%
	No	9	6%	1	4%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	3	13%
	not applicable	24	15%	1	4%	6	38%	6	25%	0	0%	3	5%	0	0%	0	0%	6	25%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	105	66%	18	75%	10	63%	21	88%	0	0%	37	66%	0	0%	0	0%	11	46%
	No	45	28%	6	25%	5	31%	2	8%	0	0%	16	29%	0	0%	0	0%	10	42%
Seniority recognized for awarding job positions?	Yes	58	36%	6	25%	3	19%	8	33%	0	0%	23	41%	0	0%	0	0%	15	63%
	No	85	53%	17	71%	10	63%	13	54%	0	0%	29	52%	0	0%	0	0%	7	29%

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Instructional Assistants expected to cover classes?	Yes	25	16%	0	0%	0	0%	0	0%	0	0%	25	45%	0	0%	0	0%	0	0%
	No	25	16%	0	0%	0	0%	0	0%	0	0%	25	45%	0	0%	0	0%	0	0%
	not applicable	103	65%	24	100%	16	100%	24	100%	0	0%	0	0%	0	0%	0	0%	24	100%
If so, how often?	once/week	6	4%	0	0%	0	0%	0	0%	0	0%	6	11%	0	0%	0	0%	0	0%
	2-3 times/week	7	4%	0	0%	0	0%	0	0%	0	0%	7	13%	0	0%	0	0%	0	0%
	4-5 times/week	4	3%	0	0%	0	0%	0	0%	0	0%	4	7%	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	7	0%	0	0%	0	0%	0	0%	0	0%	7	0%	0	0%	0	0%	0	0%
	not applicable	128	81%	24	100%	16	100%	24	100%	0	0%	25	45%	0	0%	0	0%	24	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	152	96%	23	96%	16	100%	24	100%	0	0%	53	95%	0	0%	0	0%	22	92%
	No	4	3%	1	4%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	2	8%
District's student discipline policy consistently followed?	Yes	118	74%	21	88%	10	63%	15	63%	0	0%	47	84%	0	0%	0	0%	12	50%
	No	28	18%	2	8%	4	25%	4	17%	0	0%	6	11%	0	0%	0	0%	11	46%
Trained on student discipline policies and processes?	Yes	111	70%	17	71%	6	38%	12	50%	0	0%	49	88%	0	0%	0	0%	17	71%
	No	39	25%	6	25%	8	50%	8	33%	0	0%	5	9%	0	0%	0	0%	7	29%
Peer to peer bullying or harassment an issue?	Yes	25	16%	4	17%	4	25%	0	0%	0	0%	5	9%	0	0%	0	0%	8	33%
	No	130	82%	20	83%	11	69%	24	100%	0	0%	49	88%	0	0%	0	0%	15	63%
Bullying or harassment by supervisor an issue?	Yes	9	6%	3	13%	3	19%	1	4%	0	0%	0	0%	0	0%	0	0%	1	4%
	No	145	91%	21	88%	12	75%	23	96%	0	0%	54	96%	0	0%	0	0%	22	92%
Enjoy working in this school district?	agree/strongly	128	81%	21	88%	11	69%	18	75%	0	0%	50	89%	0	0%	0	0%	16	67%
	neither	16	10%	2	8%	1	6%	4	17%	0	0%	3	5%	0	0%	0	0%	6	25%
	disagree/ strongly	12	8%	1	4%	4	25%	1	4%	0	0%	2	4%	0	0%	0	0%	2	8%

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