

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		80		9		10		16		3		38		0		0		4	
<b>Demographics</b>																			
Job category	Clerical	9	11%																
	Custodial	10	13%																
	Food Services	16	20%																
	Inst. Assts.	38	48%																
	Health/Student Services	3	4%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	4	5%																
Work location	Elementary	62	78%	0	0%	6	60%	9	56%	0	0%	37	97%	0	0%	0	0%	0	0%
	Middle	12	15%	0	0%	3	30%	6	38%	0	0%	1	3%	0	0%	0	0%	0	0%
	High School	1	1%	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	1	1%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	3	4%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	3	4%	0	0%	1	10%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	9	11%	0	0%	0	0%	4	25%	0	0%	5	13%	0	0%	0	0%	0	0%
	6-9 years	22	28%	0	0%	3	30%	6	38%	0	0%	8	21%	0	0%	0	0%	0	0%
	10-14 years	13	16%	0	0%	3	30%	0	0%	0	0%	10	26%	0	0%	0	0%	0	0%
	15-19 years	11	14%	0	0%	0	0%	2	13%	0	0%	6	16%	0	0%	0	0%	0	0%
	20-24 years	14	18%	0	0%	2	20%	1	6%	0	0%	7	18%	0	0%	0	0%	0	0%
	25 or more	6	8%	0	0%	0	0%	1	6%	0	0%	2	5%	0	0%	0	0%	0	0%
Years in district	1 year	11	14%	0	0%	0	0%	2	13%	0	0%	6	16%	0	0%	0	0%	0	0%
	2-5 years	14	18%	0	0%	2	20%	1	6%	0	0%	7	18%	0	0%	0	0%	0	0%
	6-9 years	6	8%	0	0%	0	0%	1	6%	0	0%	2	5%	0	0%	0	0%	0	0%
	10-14 years	2	3%	0	0%	1	10%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	3	4%	0	0%	1	10%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	10	13%	0	0%	0	0%	3	19%	0	0%	5	13%	0	0%	0	0%	0	0%
	25 or more	23	29%	0	0%	4	40%	6	38%	0	0%	9	24%	0	0%	0	0%	0	0%

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Education level	HS or GED	37	46%	0	0%	7	70%	10	63%	0	0%	17	45%	0	0%	0	0%	0	0%
	tech/vocational	6	8%	0	0%	2	20%	1	6%	0	0%	1	3%	0	0%	0	0%	0	0%
	some college	22	28%	0	0%	1	10%	3	19%	0	0%	16	42%	0	0%	0	0%	0	0%
	associate's	7	9%	0	0%	0	0%	1	6%	0	0%	3	8%	0	0%	0	0%	0	0%
	bachelor's	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs in district?	None	64	80%	0	0%	8	80%	13	81%	0	0%	31	82%	0	0%	0	0%	0	0%
	1	9	11%	0	0%	1	10%	3	19%	0	0%	3	8%	0	0%	0	0%	0	0%
	2	5	6%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	70	88%	0	0%	7	70%	13	81%	0	0%	36	95%	0	0%	0	0%	0	0%
	1	9	11%	0	0%	3	30%	3	19%	0	0%	2	5%	0	0%	0	0%	0	0%
	2	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	2	3%	0	0%	0	0%	1	6%	0	0%	1	3%	0	0%	0	0%	0	0%
	21-30 hours	7	9%	0	0%	0	0%	3	19%	0	0%	3	8%	0	0%	0	0%	0	0%
	31-40 hours	62	78%	0	0%	9	90%	12	75%	0	0%	31	82%	0	0%	0	0%	0	0%
	over 40 hours	8	10%	0	0%	1	10%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	53	66%	0	0%	3	30%	11	69%	0	0%	28	74%	0	0%	0	0%	0	0%
	No	21	26%	0	0%	5	50%	5	31%	0	0%	7	18%	0	0%	0	0%	0	0%
Gender	Female	71	89%	0	0%	6	60%	16	100%	0	0%	37	97%	0	0%	0	0%	0	0%
	Male	8	10%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	30-39	8	10%	0	0%	1	10%	2	13%	0	0%	3	8%	0	0%	0	0%	0	0%
	40-49	33	41%	0	0%	4	40%	4	25%	0	0%	19	50%	0	0%	0	0%	0	0%
	50-59	28	35%	0	0%	4	40%	7	44%	0	0%	12	32%	0	0%	0	0%	0	0%
	60-64	6	8%	0	0%	1	10%	2	13%	0	0%	1	3%	0	0%	0	0%	0	0%
	65 or older	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%

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Racial group	American Indian	1	1%	0	0%	0	0%	1	6%	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%
	Black/African American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	79	99%	0	0%	10	100%	15	94%	0	0%	38	100%	0	0%	0	0%	0	0%
	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	24	30%	0	0%	4	40%	2	13%	0	0%	15	39%	0	0%	0	0%	0	0%
	No	53	66%	0	0%	6	60%	12	75%	0	0%	23	61%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	21	26%	0	0%	2	20%	2	13%	0	0%	14	37%	0	0%	0	0%	0	0%
	neither	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	unsatisfied/ very	1	1%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	53	66%	0	0%	6	60%	12	75%	0	0%	23	61%	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	19	24%	0	0%	4	40%	2	13%	0	0%	8	21%	0	0%	0	0%	0	0%
	school district	56	71%	0	0%	6	60%	12	80%	0	0%	30	79%	0	0%	0	0%	0	0%
	college	11	14%	0	0%	0	0%	1	7%	0	0%	5	13%	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	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	50	63%	0	0%	9	90%	9	56%	0	0%	24	63%	0	0%	0	0%	0	0%
	outside school district	9	11%	0	0%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	both	20	25%	0	0%	1	10%	6	38%	0	0%	8	21%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	54	68%	0	0%	3	30%	9	56%	0	0%	34	89%	0	0%	0	0%	0	0%
	No	22	28%	0	0%	6	60%	6	38%	0	0%	3	8%	0	0%	0	0%	0	0%
How many days?	0 days	23	29%	0	0%	5	50%	8	50%	0	0%	2	5%	0	0%	0	0%	0	0%
	1-4 days	54	68%	0	0%	5	50%	8	50%	0	0%	35	92%	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	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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<b>Job Performance</b>																			
Regularly evaluated?	Yes	76	95%	0	0%	9	90%	16	100%	0	0%	36	95%	0	0%	0	0%	0	0%
	No	3	4%	0	0%	1	10%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
How often?	once/month	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	2	3%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	4	5%	0	0%	1	10%	2	13%	0	0%	1	3%	0	0%	0	0%	0	0%
	once/year	70	88%	0	0%	8	80%	12	75%	0	0%	36	95%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	39	49%	0	0%	5	50%	13	81%	0	0%	14	37%	0	0%	0	0%	0	0%
	administrator	25	31%	0	0%	1	10%	0	0%	0	0%	17	45%	0	0%	0	0%	0	0%
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	combination of people	9	11%	0	0%	1	10%	2	13%	0	0%	5	13%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	63	79%	0	0%	7	70%	16	100%	0	0%	27	71%	0	0%	0	0%	0	0%
	neither	6	8%	0	0%	1	10%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
	disagree/ strongly	10	13%	0	0%	2	20%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	76	95%	0	0%	10	100%	16	100%	0	0%	36	95%	0	0%	0	0%	0	0%
	No	3	4%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Is it accurate?	Yes	63	79%	0	0%	10	100%	16	100%	0	0%	25	66%	0	0%	0	0%	0	0%
	No	15	19%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	44	55%	0	0%	3	30%	10	63%	0	0%	24	63%	0	0%	0	0%	0	0%
	No	33	41%	0	0%	7	70%	6	38%	0	0%	13	34%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	28	35%	0	0%	6	60%	6	38%	0	0%	11	29%	0	0%	0	0%	0	0%
	1-10%	23	29%	0	0%	1	10%	8	50%	0	0%	8	21%	0	0%	0	0%	0	0%
	11-15%	15	19%	0	0%	2	20%	2	13%	0	0%	10	26%	0	0%	0	0%	0	0%
	16-25%	3	4%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	more than 25%	6	8%	0	0%	1	10%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	56	70%	0	0%	9	90%	12	75%	0	0%	24	63%	0	0%	0	0%	0	0%
	neither	9	11%	0	0%	0	0%	4	25%	0	0%	5	13%	0	0%	0	0%	0	0%
	disagree/ strongly	13	16%	0	0%	1	10%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	10	13%	0	0%	0	0%	0	0%	0	0%	8	21%	0	0%	0	0%	0	0%
	No	65	81%	0	0%	10	100%	16	100%	0	0%	27	71%	0	0%	0	0%	0	0%
Administer medications?	Yes	10	13%	0	0%	0	0%	0	0%	0	0%	8	21%	0	0%	0	0%	0	0%
	No	59	74%	0	0%	9	90%	16	100%	0	0%	25	66%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	17	21%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
	No	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	not applicable	20	25%	0	0%	2	20%	10	63%	0	0%	6	16%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	43	54%	0	0%	6	60%	14	88%	0	0%	12	32%	0	0%	0	0%	0	0%
	No	34	43%	0	0%	4	40%	2	13%	0	0%	25	66%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	42	53%	0	0%	8	80%	10	63%	0	0%	17	45%	0	0%	0	0%	0	0%
	No	34	43%	0	0%	2	20%	6	38%	0	0%	20	53%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	26	33%	0	0%	0	0%	0	0%	0	0%	26	68%	0	0%	0	0%	0	0%
	No	12	15%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
	not applicable	42	53%	0	0%	10	100%	16	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	8	10%	0	0%	0	0%	0	0%	0	0%	8	21%	0	0%	0	0%	0	0%
	2-3 times/week	5	6%	0	0%	0	0%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
	4-5 times/week	7	9%	0	0%	0	0%	0	0%	0	0%	7	18%	0	0%	0	0%	0	0%
	6-10 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	more than 10 times/week	3	3%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	not applicable	54	68%	0	0%	10	100%	16	100%	0	0%	12	32%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	76	95%	0	0%	10	100%	16	100%	0	0%	35	92%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	50	63%	0	0%	4	40%	12	75%	0	0%	25	66%	0	0%	0	0%	0	0%
	No	20	25%	0	0%	2	20%	3	19%	0	0%	11	29%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	24	30%	0	0%	0	0%	3	19%	0	0%	17	45%	0	0%	0	0%	0	0%
	No	51	64%	0	0%	7	70%	13	81%	0	0%	21	55%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	8	10%	0	0%	1	10%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
	No	67	84%	0	0%	6	60%	16	100%	0	0%	33	87%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	5%	0	0%	0	0%	1	6%	0	0%	3	8%	0	0%	0	0%	0	0%
	No	71	89%	0	0%	7	70%	15	94%	0	0%	35	92%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	67	84%	0	0%	7	70%	16	100%	0	0%	31	82%	0	0%	0	0%	0	0%
	neither	8	10%	0	0%	1	10%	0	0%	0	0%	5	13%	0	0%	0	0%	0	0%
	disagree/ strongly	4	5%	0	0%	2	20%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%

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