

2011 KEA ESP Survey Results: Christian County

| | | District Overall | | Clerical/ Secretarial | | Custodial/ Maintenance | | Food Services | | Health/ Student Services | | Instructional Assistants | | Skilled Trades | | Technical Services | | Transportation | |
|------------------------|-------------------------|------------------|-----|-----------------------|-----|------------------------|----|---------------|-----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| Total Responses | | 123 | | 20 | | 7 | | 20 | | 4 | | 65 | | 0 | | 2 | | 3 | |
| Demographics | | | | | | | | | | | | | | | | | | | |
| Job category | Clerical | 20 | 16% | | | | | | | | | | | | | | | | |
| | Custodial | 7 | 6% | | | | | | | | | | | | | | | | |
| | Food Services | 20 | 16% | | | | | | | | | | | | | | | | |
| | Inst. Assts. | 65 | 53% | | | | | | | | | | | | | | | | |
| | Health/Student Services | 4 | 3% | | | | | | | | | | | | | | | | |
| | Skilled Trades | 0 | 0% | | | | | | | | | | | | | | | | |
| | Security Services | 1 | 1% | | | | | | | | | | | | | | | | |
| | Tech. Services | 2 | 2% | | | | | | | | | | | | | | | | |
| | Transportation | 3 | 2% | | | | | | | | | | | | | | | | |
| Work location | Elementary | 98 | 80% | 12 | 60% | 0 | 0% | 17 | 85% | 0 | 0% | 56 | 86% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Middle | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | High School | 21 | 17% | 8 | 40% | 0 | 0% | 3 | 15% | 0 | 0% | 9 | 14% | 0 | 0% | 0 | 0% | 0 | 0% |
| | District Wide | 1 | 1% | 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 | 2 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years employed | 1 year | 8 | 7% | 1 | 5% | 0 | 0% | 1 | 5% | 0 | 0% | 3 | 5% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 23 | 19% | 3 | 15% | 0 | 0% | 4 | 20% | 0 | 0% | 14 | 22% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 24 | 20% | 5 | 25% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 25% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 10-14 years | 24 | 20% | 4 | 20% | 0 | 0% | 6 | 30% | 0 | 0% | 11 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 15-19 years | 23 | 19% | 4 | 20% | 0 | 0% | 5 | 25% | 0 | 0% | 11 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 16 | 13% | 3 | 15% | 0 | 0% | 2 | 10% | 0 | 0% | 9 | 14% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25 or more | 4 | 3% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years in district | 1 year | 23 | 19% | 4 | 20% | 0 | 0% | 5 | 25% | 0 | 0% | 11 | 17% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 16 | 13% | 3 | 15% | 0 | 0% | 2 | 10% | 0 | 0% | 9 | 14% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 4 | 3% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 10-14 years | 1 | 1% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 15-19 years | 9 | 7% | 2 | 10% | 0 | 0% | 1 | 5% | 0 | 0% | 4 | 6% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 24 | 20% | 2 | 10% | 0 | 0% | 5 | 25% | 0 | 0% | 15 | 23% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25 or more | 27 | 22% | 5 | 25% | 0 | 0% | 0 | 0% | 0 | 0% | 16 | 25% | 0 | 0% | 0 | 0% | 0 | 0% |

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

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| | | | | | | | | | | | | | | | | | | | |
| Education level | HS or GED | 38 | 31% | 6 | 30% | 0 | 0% | 14 | 70% | 0 | 0% | 12 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | tech/vocational | 6 | 5% | 1 | 5% | 0 | 0% | 2 | 10% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| | some college | 39 | 32% | 5 | 25% | 0 | 0% | 4 | 20% | 0 | 0% | 26 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| | associate's | 28 | 23% | 6 | 30% | 0 | 0% | 0 | 0% | 0 | 0% | 18 | 28% | 0 | 0% | 0 | 0% | 0 | 0% |
| | bachelor's | 11 | 9% | 2 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 11% | 0 | 0% | 0 | 0% | 0 | 0% |
| | master's | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Additional jobs in district? | None | 87 | 71% | 15 | 75% | 0 | 0% | 20 | 100% | 0 | 0% | 38 | 58% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 32 | 26% | 5 | 25% | 0 | 0% | 0 | 0% | 0 | 0% | 25 | 38% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2 | 2 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| Additional jobs outside district? | None | 93 | 76% | 16 | 80% | 0 | 0% | 14 | 70% | 0 | 0% | 48 | 74% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 25 | 20% | 4 | 20% | 0 | 0% | 5 | 25% | 0 | 0% | 14 | 22% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2 | 4 | 3% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Hours worked per week | 0-10 hours | 5 | 4% | 1 | 5% | 0 | 0% | 1 | 5% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-20 hours | 1 | 1% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 21-30 hours | 4 | 3% | 1 | 5% | 0 | 0% | 1 | 5% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 31-40 hours | 87 | 71% | 12 | 60% | 0 | 0% | 17 | 85% | 0 | 0% | 45 | 69% | 0 | 0% | 0 | 0% | 0 | 0% |
| | over 40 hours | 25 | 20% | 6 | 30% | 0 | 0% | 1 | 5% | 0 | 0% | 15 | 23% | 0 | 0% | 0 | 0% | 0 | 0% |
| Earn more than half household income? | Yes | 83 | 67% | 18 | 90% | 0 | 0% | 11 | 55% | 0 | 0% | 48 | 74% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 35 | 28% | 2 | 10% | 0 | 0% | 7 | 35% | 0 | 0% | 15 | 23% | 0 | 0% | 0 | 0% | 0 | 0% |
| Gender | Female | 104 | 85% | 20 | 100% | 0 | 0% | 18 | 90% | 0 | 0% | 59 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Male | 15 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| Age | under 25 | 2 | 2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25-29 | 3 | 2% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 30-39 | 22 | 18% | 4 | 20% | 0 | 0% | 2 | 10% | 0 | 0% | 13 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 40-49 | 43 | 35% | 6 | 30% | 0 | 0% | 6 | 30% | 0 | 0% | 27 | 42% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 50-59 | 41 | 33% | 8 | 40% | 0 | 0% | 10 | 50% | 0 | 0% | 17 | 26% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 60-64 | 7 | 6% | 2 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 2% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 65 or older | 5 | 4% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 3 | 5% | 0 | 0% | 0 | 0% | 0 | 0% |
| | | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | | | | | | |

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|--|--------------------|------------------|-----|-----------------------|-----|------------------------|----|---------------|-----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| Working Conditions | | | | | | | | | | | | | | | | | | | |
| Job description? | Yes | 117 | 95% | 18 | 90% | 0 | 0% | 18 | 90% | 0 | 0% | 63 | 97% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 4 | 3% | 1 | 5% | 0 | 0% | 1 | 5% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| Is it accurate? | Yes | 93 | 76% | 14 | 70% | 0 | 0% | 17 | 85% | 0 | 0% | 46 | 71% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 24 | 20% | 4 | 20% | 0 | 0% | 1 | 5% | 0 | 0% | 17 | 26% | 0 | 0% | 0 | 0% | 0 | 0% |
| Duties beyond primary ones? | Yes | 79 | 64% | 15 | 75% | 0 | 0% | 13 | 65% | 0 | 0% | 36 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 38 | 31% | 5 | 25% | 0 | 0% | 4 | 20% | 0 | 0% | 26 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| % beyond primary responsibilities | 0% | 33 | 27% | 4 | 20% | 0 | 0% | 2 | 10% | 0 | 0% | 25 | 38% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-10% | 47 | 38% | 9 | 45% | 0 | 0% | 8 | 40% | 0 | 0% | 20 | 31% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-15% | 14 | 11% | 3 | 15% | 0 | 0% | 2 | 10% | 0 | 0% | 5 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 16-25% | 14 | 11% | 3 | 15% | 0 | 0% | 3 | 15% | 0 | 0% | 6 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | more than 25% | 8 | 7% | 1 | 5% | 0 | 0% | 2 | 10% | 0 | 0% | 5 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Have adequate tools to do your job? | agree/strongly | 98 | 80% | 18 | 90% | 0 | 0% | 16 | 80% | 0 | 0% | 51 | 78% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 11 | 9% | 1 | 5% | 0 | 0% | 1 | 5% | 0 | 0% | 8 | 12% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 12 | 10% | 1 | 5% | 0 | 0% | 2 | 10% | 0 | 0% | 5 | 8% | 0 | 0% | 0 | 0% | 0 | 0% |
| Employ monitors for every bus? | Yes | 11 | 9% | 2 | 10% | 0 | 0% | 1 | 5% | 0 | 0% | 8 | 12% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 92 | 75% | 15 | 75% | 0 | 0% | 11 | 55% | 0 | 0% | 52 | 80% | 0 | 0% | 0 | 0% | 0 | 0% |
| Administer medications? | Yes | 11 | 9% | 2 | 10% | 0 | 0% | 1 | 5% | 0 | 0% | 8 | 12% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 104 | 85% | 14 | 70% | 0 | 0% | 18 | 90% | 0 | 0% | 57 | 88% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, properly trained? | Yes | 13 | 11% | 5 | 25% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 4 | 3% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 3% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 37 | 30% | 5 | 25% | 0 | 0% | 7 | 35% | 0 | 0% | 17 | 26% | 0 | 0% | 0 | 0% | 0 | 0% |
| Opportunity to give input into decision making for job category at the worksite or district level? | Yes | 59 | 48% | 10 | 50% | 0 | 0% | 8 | 40% | 0 | 0% | 31 | 48% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 55 | 45% | 10 | 50% | 0 | 0% | 10 | 50% | 0 | 0% | 28 | 43% | 0 | 0% | 0 | 0% | 0 | 0% |
| Seniority recognized for awarding job positions? | Yes | 39 | 32% | 6 | 30% | 0 | 0% | 6 | 30% | 0 | 0% | 25 | 38% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 64 | 52% | 11 | 55% | 0 | 0% | 10 | 50% | 0 | 0% | 31 | 48% | 0 | 0% | 0 | 0% | 0 | 0% |

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| | | | | | | | | | | | | | | | | | | | |
| Instructional Assistants expected to cover classes? | Yes | 37 | 30% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 37 | 57% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 24 | 20% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 24 | 37% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 58 | 47% | 20 | 100% | 0 | 0% | 20 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, how often? | once/week | 19 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 19 | 29% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-3 times/week | 8 | 7% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 12% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 4-5 times/week | 5 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 8% | 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 | 82 | 67% | 20 | 100% | 0 | 0% | 20 | 100% | 0 | 0% | 24 | 37% | 0 | 0% | 0 | 0% | 0 | 0% |
| Work Environment | | | | | | | | | | | | | | | | | | | |
| Work in a safe environment? | Yes | 110 | 89% | 18 | 90% | 0 | 0% | 19 | 95% | 0 | 0% | 59 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 10 | 8% | 1 | 5% | 0 | 0% | 1 | 5% | 0 | 0% | 4 | 6% | 0 | 0% | 0 | 0% | 0 | 0% |
| District's student discipline policy consistently followed? | Yes | 66 | 54% | 10 | 50% | 0 | 0% | 10 | 50% | 0 | 0% | 36 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 49 | 40% | 10 | 50% | 0 | 0% | 8 | 40% | 0 | 0% | 25 | 38% | 0 | 0% | 0 | 0% | 0 | 0% |
| Trained on student discipline policies and processes? | Yes | 70 | 57% | 9 | 45% | 0 | 0% | 6 | 30% | 0 | 0% | 48 | 74% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 46 | 37% | 10 | 50% | 0 | 0% | 13 | 65% | 0 | 0% | 15 | 23% | 0 | 0% | 0 | 0% | 0 | 0% |
| Peer to peer bullying or harassment an issue? | Yes | 36 | 29% | 6 | 30% | 0 | 0% | 2 | 10% | 0 | 0% | 23 | 35% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 76 | 62% | 12 | 60% | 0 | 0% | 13 | 65% | 0 | 0% | 38 | 58% | 0 | 0% | 0 | 0% | 0 | 0% |
| Bullying or harassment by supervisor an issue? | Yes | 5 | 4% | 0 | 0% | 0 | 0% | 1 | 5% | 0 | 0% | 3 | 5% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 117 | 95% | 20 | 100% | 0 | 0% | 18 | 90% | 0 | 0% | 62 | 95% | 0 | 0% | 0 | 0% | 0 | 0% |
| Enjoy working in this school district? | agree/strongly | 100 | 81% | 16 | 80% | 0 | 0% | 17 | 85% | 0 | 0% | 54 | 83% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 13 | 11% | 2 | 10% | 0 | 0% | 1 | 5% | 0 | 0% | 7 | 11% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 5 | 4% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 5% | 0 | 0% | 0 | 0% | 0 | 0% |

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