

2011 KEA ESP Survey Results: Corbin Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		42		7		4		5		2		24		0		0		0	
Demographics																			
Job category	Clerical	7	17%																
	Custodial	4	10%																
	Food Services	5	12%																
	Inst. Assts.	24	57%																
	Health/Student Services	2	5%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	25	60%	0	0%	0	0%	0	0%	0	0%	15	63%	0	0%	0	0%	0	0%
	Middle	8	19%	0	0%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%
	High School	0	0%	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	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	4	10%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
Years employed	1 year	3	7%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	2-5 years	13	31%	0	0%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
	6-9 years	9	21%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	10-14 years	6	14%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	15-19 years	7	17%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	20-24 years	3	7%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	25 or more	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	7	17%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	2-5 years	3	7%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	6-9 years	1	2%	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	4	10%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	20-24 years	18	43%	0	0%	0	0%	0	0%	0	0%	13	54%	0	0%	0	0%	0	0%
25 or more	6	14%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	

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

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	13	31%	0	0%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%
	tech/vocational	2	5%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	some college	14	33%	0	0%	0	0%	0	0%	0	0%	11	46%	0	0%	0	0%	0	0%
	associate's	5	12%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	bachelor's	6	14%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	37	88%	0	0%	0	0%	0	0%	0	0%	22	92%	0	0%	0	0%	0	0%
	1	3	7%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	32	76%	0	0%	0	0%	0	0%	0	0%	19	79%	0	0%	0	0%	0	0%
	1	9	21%	0	0%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	3	7%	0	0%	0	0%	0	0%	0	0%	3	13%	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	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	37	88%	0	0%	0	0%	0	0%	0	0%	21	88%	0	0%	0	0%	0	0%
	over 40 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	31	74%	0	0%	0	0%	0	0%	0	0%	18	75%	0	0%	0	0%	0	0%
	No	10	24%	0	0%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
Gender	Female	39	93%	0	0%	0	0%	0	0%	0	0%	24	100%	0	0%	0	0%	0	0%
	Male	3	7%	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	4%	0	0%	0	0%	0	0%
	30-39	11	26%	0	0%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
	40-49	9	21%	0	0%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%
	50-59	14	33%	0	0%	0	0%	0	0%	0	0%	10	42%	0	0%	0	0%	0	0%
	60-64	6	14%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	65 or older	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	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				
Racial group	American Indian	0	0%	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	41	100%	0	0%	0	0%	0	0%	0	0%	24	100%	0	0%	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%	0	0%	
	Span./Hispanic	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	5	12%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%	0	0%	
	No	34	81%	0	0%	0	0%	0	0%	0	0%	20	83%	0	0%	0	0%	0	0%	0	0%	
Satisfied with KEA?	satisfied/very	4	10%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%	0	0%	
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	unsatisfied/ very	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	
	not applicable	34	81%	0	0%	0	0%	0	0%	0	0%	20	83%	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	
Wages and Benefits																			
Required overtime?	Yes	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	40	95%	0	0%	0	0%	0	0%	0	0%	24	100%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	40	95%	0	0%	0	0%	0	0%	0	0%	24	100%	0	0%	0	0%	0	0%
If so, compensated?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	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%
	not applicable	40	95%	0	0%	0	0%	0	0%	0	0%	24	100%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	19	45%	0	0%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
	No	18	43%	0	0%	0	0%	0	0%	0	0%	10	42%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	13	31%	0	0%	0	0%	0	0%	0	0%	10	42%	0	0%	0	0%	0	0%
	1-10%	20	48%	0	0%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
	11-25%	5	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	26-50%	2	5%	0	0%	0	0%	0	0%	0	0%	1	4%	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%	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	
Training and PD																			
Where received initial training?	department	13	33%	0	0%	0	0%	0	0%	0	0%	8	33%	0	0%	0	0%	0	0%
	school district	22	55%	0	0%	0	0%	0	0%	0	0%	14	58%	0	0%	0	0%	0	0%
	college	10	25%	0	0%	0	0%	0	0%	0	0%	8	33%	0	0%	0	0%	0	0%
	KEA	0	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	3	8%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	24	57%	0	0%	0	0%	0	0%	0	0%	15	63%	0	0%	0	0%	0	0%
	outside school district	6	14%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	both	12	29%	0	0%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	24	57%	0	0%	0	0%	0	0%	0	0%	18	75%	0	0%	0	0%	0	0%
	No	14	33%	0	0%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
How many days?	0 days	13	31%	0	0%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
	1-4 days	26	62%	0	0%	0	0%	0	0%	0	0%	18	75%	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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Job Performance																				
Regularly evaluated?	Yes	38	90%	0	0%	0	0%	0	0%	0	0%	21	88%	0	0%	0	0%	0	0%	
	No	3	7%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%	
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/quarter	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	every 6 months	2	5%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%	
	once/year	36	86%	0	0%	0	0%	0	0%	0	0%	21	88%	0	0%	0	0%	0	0%	
Who evaluates?	supervisor	23	55%	0	0%	0	0%	0	0%	0	0%	10	42%	0	0%	0	0%	0	0%	
	administrator	12	29%	0	0%	0	0%	0	0%	0	0%	10	42%	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	3	7%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	28	67%	0	0%	0	0%	0	0%	0	0%	16	67%	0	0%	0	0%	0	0%	
	neither	9	21%	0	0%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%	
	disagree/ strongly	3	7%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%	

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Working Conditions																			
Job description?	Yes	35	83%	0	0%	0	0%	0	0%	0	0%	19	79%	0	0%	0	0%	0	0%
	No	4	10%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
Is it accurate?	Yes	31	74%	0	0%	0	0%	0	0%	0	0%	18	75%	0	0%	0	0%	0	0%
	No	8	19%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	20	48%	0	0%	0	0%	0	0%	0	0%	10	42%	0	0%	0	0%	0	0%
	No	21	50%	0	0%	0	0%	0	0%	0	0%	14	58%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	16	38%	0	0%	0	0%	0	0%	0	0%	11	46%	0	0%	0	0%	0	0%
	1-10%	14	33%	0	0%	0	0%	0	0%	0	0%	10	42%	0	0%	0	0%	0	0%
	11-15%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	6	14%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	more than 25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	34	81%	0	0%	0	0%	0	0%	0	0%	20	83%	0	0%	0	0%	0	0%
	neither	6	14%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	disagree/ strongly	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	14	33%	0	0%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
	No	20	48%	0	0%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
Administer medications?	Yes	14	33%	0	0%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
	No	34	81%	0	0%	0	0%	0	0%	0	0%	19	79%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	9	21%	0	0%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	8	19%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	28	67%	0	0%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
	No	13	31%	0	0%	0	0%	0	0%	0	0%	12	50%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	19	45%	0	0%	0	0%	0	0%	0	0%	14	58%	0	0%	0	0%	0	0%
	No	16	38%	0	0%	0	0%	0	0%	0	0%	8	33%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	14	33%	0	0%	0	0%	0	0%	0	0%	14	58%	0	0%	0	0%	0	0%
	No	9	21%	0	0%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
	not applicable	18	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	14%	0	0%	0	0%	0	0%	0	0%	6	25%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	4-5 times/week	2	5%	0	0%	0	0%	0	0%	0	0%	2	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	4	0%	0	0%	0	0%	0	0%	0	0%	4	0%	0	0%	0	0%	0	0%
	not applicable	27	64%	0	0%	0	0%	0	0%	0	0%	9	38%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	41	98%	0	0%	0	0%	0	0%	0	0%	24	100%	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%
District's student discipline policy consistently followed?	Yes	35	83%	0	0%	0	0%	0	0%	0	0%	19	79%	0	0%	0	0%	0	0%
	No	6	14%	0	0%	0	0%	0	0%	0	0%	5	21%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	24	57%	0	0%	0	0%	0	0%	0	0%	19	79%	0	0%	0	0%	0	0%
	No	16	38%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	5	12%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
	No	36	86%	0	0%	0	0%	0	0%	0	0%	20	83%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	41	98%	0	0%	0	0%	0	0%	0	0%	23	96%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	38	90%	0	0%	0	0%	0	0%	0	0%	20	83%	0	0%	0	0%	0	0%
	neither	2	5%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%
	disagree/ strongly	2	5%	0	0%	0	0%	0	0%	0	0%	2	8%	0	0%	0	0%	0	0%

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