

2011 KEA ESP Survey Results: Covington Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		109		15		7		25		10		41		0		2		9		
Demographics																				
Job category	Clerical	15	14%																	
	Custodial	7	6%																	
	Food Services	25	23%																	
	Inst. Assts.	41	38%																	
	Health/Student Services	10	9%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	2	2%																	
	Transportation	9	8%																	
Work location	Elementary	57	52%	4	27%	0	0%	23	92%	3	30%	23	56%	0	0%	0	0%	0	0%	
	Middle	6	6%	1	7%	0	0%	0	0%	1	10%	3	7%	0	0%	0	0%	0	0%	
	High School	3	3%	0	0%	0	0%	0	0%	1	10%	2	5%	0	0%	0	0%	0	0%	
	District Wide	14	13%	4	27%	0	0%	1	4%	2	20%	0	0%	0	0%	0	0%	0	0%	
	Other Dist. Site	12	11%	3	20%	0	0%	0	0%	0	0%	7	17%	0	0%	0	0%	0	0%	
	Combination	10	9%	1	7%	0	0%	1	4%	0	0%	4	10%	0	0%	0	0%	0	0%	
Years employed	1 year	3	3%	0	0%	0	0%	0	0%	2	20%	1	2%	0	0%	0	0%	0	0%	
	2-5 years	12	11%	1	7%	0	0%	2	8%	2	20%	2	5%	0	0%	0	0%	0	0%	
	6-9 years	13	12%	0	0%	0	0%	4	16%	2	20%	7	17%	0	0%	0	0%	0	0%	
	10-14 years	27	25%	2	13%	0	0%	10	40%	0	0%	12	29%	0	0%	0	0%	0	0%	
	15-19 years	31	28%	9	60%	0	0%	4	16%	2	20%	11	27%	0	0%	0	0%	0	0%	
	20-24 years	18	17%	1	7%	0	0%	5	20%	1	10%	8	20%	0	0%	0	0%	0	0%	
	25 or more	4	4%	2	13%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	
Years in district	1 year	31	28%	9	60%	0	0%	4	16%	2	20%	11	27%	0	0%	0	0%	0	0%	
	2-5 years	18	17%	1	7%	0	0%	5	20%	1	10%	8	20%	0	0%	0	0%	0	0%	
	6-9 years	4	4%	2	13%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	15-19 years	7	6%	2	13%	0	0%	0	0%	2	20%	3	7%	0	0%	0	0%	0	0%	
	20-24 years	19	17%	2	13%	0	0%	5	20%	2	20%	5	12%	0	0%	0	0%	0	0%	
25 or more	13	12%	0	0%	0	0%	5	20%	2	20%	5	12%	0	0%	0	0%	0	0%		

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Education level	HS or GED	53	49%	5	33%	0	0%	20	80%	2	20%	16	39%	0	0%	0	0%	0	0%
	tech/vocational	3	3%	0	0%	0	0%	0	0%	1	10%	1	2%	0	0%	0	0%	0	0%
	some college	24	22%	4	27%	0	0%	1	4%	1	10%	13	32%	0	0%	0	0%	0	0%
	associate's	13	12%	3	20%	0	0%	3	12%	1	10%	5	12%	0	0%	0	0%	0	0%
	bachelor's	11	10%	3	20%	0	0%	0	0%	4	40%	3	7%	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	93	85%	13	87%	0	0%	24	96%	7	70%	34	83%	0	0%	0	0%	0	0%
	1	9	8%	2	13%	0	0%	0	0%	2	20%	4	10%	0	0%	0	0%	0	0%
	2	4	4%	0	0%	0	0%	0	0%	1	10%	3	7%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	76	70%	13	87%	0	0%	19	76%	6	60%	25	61%	0	0%	0	0%	0	0%
	1	25	23%	2	13%	0	0%	5	20%	4	40%	12	29%	0	0%	0	0%	0	0%
	2	6	6%	0	0%	0	0%	1	4%	0	0%	3	7%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	3	3%	0	0%	0	0%	2	8%	0	0%	1	2%	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	21	19%	0	0%	0	0%	15	60%	1	10%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	64	59%	12	80%	0	0%	7	28%	4	40%	29	71%	0	0%	0	0%	0	0%
	over 40 hours	21	19%	3	20%	0	0%	1	4%	5	50%	11	27%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	50	46%	6	40%	0	0%	12	48%	3	30%	22	54%	0	0%	0	0%	0	0%
	No	56	51%	9	60%	0	0%	11	44%	7	70%	18	44%	0	0%	0	0%	0	0%
Gender	Female	97	89%	13	87%	0	0%	24	96%	10	100%	38	93%	0	0%	0	0%	0	0%
	Male	11	10%	2	13%	0	0%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	4	4%	1	7%	0	0%	0	0%	1	10%	1	2%	0	0%	0	0%	0	0%
	30-39	18	17%	2	13%	0	0%	3	12%	2	20%	9	22%	0	0%	0	0%	0	0%
	40-49	36	33%	9	60%	0	0%	3	12%	3	30%	15	37%	0	0%	0	0%	0	0%
	50-59	38	35%	2	13%	0	0%	13	52%	4	40%	13	32%	0	0%	0	0%	0	0%
	60-64	5	5%	1	7%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	7	6%	0	0%	0	0%	4	16%	0	0%	3	7%	0	0%	0	0%	0	0%

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Racial group	American Indian	3	3%	1	7%	0	0%	0	0%	0	0%	1	3%	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	11	10%	0	0%	0	0%	6	24%	2	20%	2	5%	0	0%	0	0%	0	0%
	Caucasian	95	89%	15	100%	0	0%	19	76%	8	80%	36	92%	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%
Association Membership																			
KEA member?	Yes	14	13%	0	0%	0	0%	3	12%	3	30%	5	12%	0	0%	0	0%	0	0%
	No	94	86%	15	100%	0	0%	22	88%	7	70%	35	85%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	8	7%	0	0%	0	0%	1	4%	1	10%	4	10%	0	0%	0	0%	0	0%
	neither	4	4%	0	0%	0	0%	2	8%	0	0%	1	2%	0	0%	0	0%	0	0%
	unsatisfied/ very	2	2%	0	0%	0	0%	0	0%	2	20%	0	0%	0	0%	0	0%	0	0%
	not applicable	94	86%	15	100%	0	0%	22	88%	7	70%	35	85%	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	16	15%	3	20%	0	0%	0	0%	4	40%	6	15%	0	0%	0	0%	0	0%	
	No	90	83%	12	80%	0	0%	25	100%	6	60%	33	80%	0	0%	0	0%	0	0%	
If so, how many hours?	0 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	1-4 hours	9	8%	1	7%	0	0%	0	0%	1	10%	5	12%	0	0%	0	0%	0	0%	
	5-8 hours	3	3%	2	13%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	
	more than 8 hours	3	3%	0	0%	0	0%	0	0%	1	10%	2	5%	0	0%	0	0%	0	0%	
	not applicable	90	83%	12	80%	0	0%	25	100%	6	60%	33	80%	0	0%	0	0%	0	0%	
If so, compensated?	Yes	3	3%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
	No	13	12%	3	20%	0	0%	0	0%	4	40%	6	15%	0	0%	0	0%	0	0%	
	not applicable	90	83%	12	80%	0	0%	25	100%	6	60%	33	80%	0	0%	0	0%	0	0%	
Benefits a main factor in employment?	Yes	45	41%	7	47%	0	0%	15	60%	4	40%	11	27%	0	0%	0	0%	0	0%	
	No	49	45%	7	47%	0	0%	3	12%	6	60%	23	56%	0	0%	0	0%	0	0%	
% salary going toward health insurance	0%	17	16%	2	13%	0	0%	2	8%	4	40%	8	20%	0	0%	0	0%	0	0%	
	1-10%	43	39%	7	47%	0	0%	12	48%	2	20%	12	29%	0	0%	0	0%	0	0%	
	11-25%	30	28%	5	33%	0	0%	3	12%	3	30%	14	34%	0	0%	0	0%	0	0%	
	26-50%	9	8%	1	7%	0	0%	3	12%	0	0%	4	10%	0	0%	0	0%	0	0%	
	51-75%	3	3%	0	0%	0	0%	2	8%	1	10%	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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Training and PD																			
Where received initial training?	department	30	28%	6	40%	0	0%	8	33%	2	20%	6	15%	0	0%	0	0%	0	0%
	school district	74	69%	9	60%	0	0%	15	63%	4	40%	38	93%	0	0%	0	0%	0	0%
	college	17	16%	3	20%	0	0%	2	8%	2	20%	9	22%	0	0%	0	0%	0	0%
	KEA	4	4%	1	7%	0	0%	1	4%	0	0%	1	2%	0	0%	0	0%	0	0%
	NEA	1	1%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	24	22%	4	27%	0	0%	1	4%	6	60%	8	20%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	63	58%	7	47%	0	0%	21	84%	1	10%	24	59%	0	0%	0	0%	0	0%
	outside school district	7	6%	0	0%	0	0%	1	4%	3	30%	1	2%	0	0%	0	0%	0	0%
	both	36	33%	8	53%	0	0%	2	8%	5	50%	15	37%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	83	76%	6	40%	0	0%	18	72%	9	90%	41	100%	0	0%	0	0%	0	0%
	No	24	22%	9	60%	0	0%	5	20%	1	10%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	20	18%	9	60%	0	0%	3	12%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	59	54%	4	27%	0	0%	19	76%	5	50%	23	56%	0	0%	0	0%	0	0%
	5-8 days	19	17%	1	7%	0	0%	0	0%	4	40%	13	32%	0	0%	0	0%	0	0%
	more than 8 days	5	5%	0	0%	0	0%	0	0%	1	10%	4	10%	0	0%	0	0%	0	0%

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Job Performance																			
Regularly evaluated?	Yes	105	96%	15	100%	0	0%	24	96%	10	100%	41	100%	0	0%	0	0%	0	0%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How often?	once/month	21	19%	2	13%	0	0%	0	0%	0	0%	15	37%	0	0%	0	0%	0	0%
	once/quarter	48	44%	9	60%	0	0%	17	68%	3	30%	15	37%	0	0%	0	0%	0	0%
	every 6 months	13	12%	0	0%	0	0%	2	8%	1	10%	5	12%	0	0%	0	0%	0	0%
	once/year	19	17%	4	27%	0	0%	5	20%	6	60%	1	2%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	58	53%	11	73%	0	0%	19	76%	4	40%	10	24%	0	0%	0	0%	0	0%
	administrator	17	16%	3	20%	0	0%	1	4%	2	20%	11	27%	0	0%	0	0%	0	0%
	colleagues	6	6%	0	0%	0	0%	0	0%	0	0%	6	15%	0	0%	0	0%	0	0%
	combination of people	23	21%	1	7%	0	0%	3	12%	4	40%	13	32%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	81	74%	9	60%	0	0%	18	72%	7	70%	32	78%	0	0%	0	0%	0	0%
	neither	14	13%	5	33%	0	0%	3	12%	0	0%	4	10%	0	0%	0	0%	0	0%
	disagree/ strongly	12	11%	1	7%	0	0%	3	12%	3	30%	5	12%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	103	94%	15	100%	0	0%	24	96%	10	100%	37	90%	0	0%	0	0%	0	0%
	No	5	5%	0	0%	0	0%	0	0%	0	0%	4	10%	0	0%	0	0%	0	0%
Is it accurate?	Yes	80	73%	10	67%	0	0%	18	72%	7	70%	29	71%	0	0%	0	0%	0	0%
	No	22	20%	5	33%	0	0%	5	20%	3	30%	8	20%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	73	67%	11	73%	0	0%	16	64%	9	90%	26	63%	0	0%	0	0%	0	0%
	No	35	32%	4	27%	0	0%	8	32%	1	10%	15	37%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	27	25%	2	13%	0	0%	6	24%	0	0%	13	32%	0	0%	0	0%	0	0%
	1-10%	44	40%	7	47%	0	0%	11	44%	4	40%	14	34%	0	0%	0	0%	0	0%
	11-15%	10	9%	3	20%	0	0%	1	4%	3	30%	3	7%	0	0%	0	0%	0	0%
	16-25%	12	11%	2	13%	0	0%	3	12%	1	10%	5	12%	0	0%	0	0%	0	0%
	more than 25%	10	9%	0	0%	0	0%	2	8%	2	20%	3	7%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	80	73%	14	93%	0	0%	17	68%	7	70%	27	66%	0	0%	0	0%	0	0%
	neither	14	13%	1	7%	0	0%	1	4%	2	20%	8	20%	0	0%	0	0%	0	0%
	disagree/ strongly	14	13%	0	0%	0	0%	6	24%	1	10%	6	15%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	84	77%	12	80%	0	0%	18	72%	8	80%	30	73%	0	0%	0	0%	0	0%
	No	13	12%	2	13%	0	0%	3	12%	2	20%	6	15%	0	0%	0	0%	0	0%
Administer medications?	Yes	84	77%	12	80%	0	0%	18	72%	8	80%	30	73%	0	0%	0	0%	0	0%
	No	95	87%	13	87%	0	0%	21	84%	6	60%	40	98%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	11	10%	2	13%	0	0%	1	4%	4	40%	1	2%	0	0%	0	0%	0	0%
	No	2	2%	0	0%	0	0%	0	0%	1	10%	1	2%	0	0%	0	0%	0	0%
	not applicable	33	30%	4	27%	0	0%	11	44%	3	30%	13	32%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	70	64%	8	53%	0	0%	16	64%	7	70%	26	63%	0	0%	0	0%	0	0%
	No	32	29%	7	47%	0	0%	6	24%	3	30%	14	34%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	48	44%	7	47%	0	0%	5	20%	6	60%	17	41%	0	0%	0	0%	0	0%
	No	48	44%	7	47%	0	0%	16	64%	3	30%	19	46%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	24	22%	0	0%	0	0%	0	0%	0	0%	24	59%	0	0%	0	0%	0	0%
	No	14	13%	0	0%	0	0%	0	0%	0	0%	14	34%	0	0%	0	0%	0	0%
	not applicable	68	62%	15	100%	0	0%	25	100%	10	100%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	13	12%	0	0%	0	0%	0	0%	0	0%	13	32%	0	0%	0	0%	0	0%
	2-3 times/week	3	3%	0	0%	0	0%	0	0%	0	0%	3	7%	0	0%	0	0%	0	0%
	4-5 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	5%	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	3	0%	0	0%	0	0%	0	0%	0	0%	3	0%	0	0%	0	0%	0	0%
	not applicable	82	75%	15	100%	0	0%	25	100%	10	100%	14	34%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	95	87%	15	100%	0	0%	24	96%	6	60%	35	85%	0	0%	0	0%	0	0%
	No	13	12%	0	0%	0	0%	0	0%	4	40%	6	15%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	66	61%	12	80%	0	0%	12	48%	6	60%	26	63%	0	0%	0	0%	0	0%
	No	31	28%	2	13%	0	0%	10	40%	4	40%	11	27%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	64	59%	4	27%	0	0%	11	44%	6	60%	35	85%	0	0%	0	0%	0	0%
	No	38	35%	11	73%	0	0%	11	44%	4	40%	4	10%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	31	28%	3	20%	0	0%	7	28%	6	60%	13	32%	0	0%	0	0%	0	0%
	No	71	65%	12	80%	0	0%	13	52%	4	40%	27	66%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	11	10%	3	20%	0	0%	1	4%	2	20%	5	12%	0	0%	0	0%	0	0%
	No	96	88%	12	80%	0	0%	22	88%	8	80%	36	88%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	88	81%	13	87%	0	0%	21	84%	6	60%	32	78%	0	0%	0	0%	0	0%
	neither	13	12%	2	13%	0	0%	2	8%	2	20%	5	12%	0	0%	0	0%	0	0%
	disagree/ strongly	6	6%	0	0%	0	0%	1	4%	2	20%	3	7%	0	0%	0	0%	0	0%

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