

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		510		65		40		71		27		171		4		5		125	
<b>Demographics</b>																			
Job category	Clerical	65	13%																
	Custodial	40	8%																
	Food Services	71	14%																
	Inst. Assts.	171	34%																
	Health/Student Services	27	5%																
	Skilled Trades	4	1%																
	Security Services	0	0%																
	Tech. Services	5	1%																
	Transportation	125	25%																
Work location	Elementary	219	43%	11	17%	16	40%	33	46%	12	44%	118	69%	0	0%	0	0%	23	18%
	Middle	87	17%	18	28%	10	25%	24	34%	10	37%	22	13%	0	0%	0	0%	3	2%
	High School	73	14%	12	18%	13	33%	14	20%	3	11%	27	16%	0	0%	0	0%	0	0%
	District Wide	38	7%	13	20%	1	3%	0	0%	1	4%	0	0%	0	0%	0	0%	23	18%
	Other Dist. Site	15	3%	6	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	9	7%
	Combination	63	12%	3	5%	0	0%	0	0%	0	0%	2	1%	0	0%	0	0%	58	46%
Years employed	1 year	30	6%	1	2%	5	13%	5	7%	2	7%	7	4%	0	0%	0	0%	10	8%
	2-5 years	102	20%	6	9%	8	20%	17	24%	7	26%	27	16%	0	0%	0	0%	33	26%
	6-9 years	81	16%	11	17%	3	8%	11	15%	4	15%	34	20%	0	0%	0	0%	17	14%
	10-14 years	119	23%	10	15%	13	33%	17	24%	9	33%	44	26%	0	0%	0	0%	24	19%
	15-19 years	90	18%	18	28%	5	13%	11	15%	2	7%	31	18%	0	0%	0	0%	20	16%
	20-24 years	62	12%	13	20%	3	8%	8	11%	3	11%	21	12%	0	0%	0	0%	14	11%
	25 or more	22	4%	5	8%	3	8%	2	3%	0	0%	5	3%	0	0%	0	0%	6	5%
Years in district	1 year	90	18%	18	28%	5	13%	11	15%	2	7%	31	18%	0	0%	0	0%	20	16%
	2-5 years	62	12%	13	20%	3	8%	8	11%	3	11%	21	12%	0	0%	0	0%	14	11%
	6-9 years	22	4%	5	8%	3	8%	2	3%	0	0%	5	3%	0	0%	0	0%	6	5%
	10-14 years	4	1%	1	2%	0	0%	0	0%	0	0%	2	1%	0	0%	0	0%	1	1%
	15-19 years	33	6%	1	2%	4	10%	5	7%	2	7%	10	6%	0	0%	0	0%	11	9%
	20-24 years	116	23%	9	14%	11	28%	17	24%	7	26%	32	19%	0	0%	0	0%	35	28%
	25 or more	92	18%	12	18%	3	8%	10	14%	3	11%	44	26%	0	0%	0	0%	19	15%

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Education level	HS or GED	191	37%	24	37%	25	63%	35	49%	2	7%	45	26%	0	0%	0	0%	59	47%
	tech/vocational	41	8%	5	8%	4	10%	8	11%	3	11%	8	5%	0	0%	0	0%	10	8%
	some college	144	28%	14	22%	7	18%	21	30%	5	19%	61	36%	0	0%	0	0%	35	28%
	associate's	67	13%	16	25%	3	8%	4	6%	7	26%	27	16%	0	0%	0	0%	9	7%
	bachelor's	45	9%	5	8%	1	3%	2	3%	6	22%	20	12%	0	0%	0	0%	8	6%
	master's	13	3%	0	0%	0	0%	1	1%	4	15%	6	4%	0	0%	0	0%	1	1%
Additional jobs in district?	None	411	81%	56	86%	31	78%	57	80%	18	67%	133	78%	0	0%	0	0%	107	86%
	1	72	14%	4	6%	4	10%	8	11%	9	33%	30	18%	0	0%	0	0%	15	12%
	2	20	4%	3	5%	3	8%	5	7%	0	0%	7	4%	0	0%	0	0%	2	2%
Additional jobs outside district?	None	347	68%	48	74%	31	78%	54	76%	16	59%	120	70%	0	0%	0	0%	72	58%
	1	130	25%	15	23%	6	15%	15	21%	9	33%	44	26%	0	0%	0	0%	38	30%
	2	22	4%	2	3%	2	5%	2	3%	1	4%	4	2%	0	0%	0	0%	10	8%
Hours worked per week	0-10 hours	8	2%	0	0%	0	0%	1	1%	0	0%	3	2%	0	0%	0	0%	4	3%
	11-20 hours	23	5%	2	3%	1	3%	3	4%	1	4%	16	9%	0	0%	0	0%	0	0%
	21-30 hours	83	16%	2	3%	0	0%	40	56%	1	4%	13	8%	0	0%	0	0%	27	22%
	31-40 hours	342	67%	55	85%	34	85%	24	34%	18	67%	127	74%	0	0%	0	0%	76	61%
	over 40 hours	54	11%	6	9%	5	13%	3	4%	7	26%	12	7%	0	0%	0	0%	18	14%
Earn more than half household income?	Yes	365	72%	49	75%	22	55%	59	83%	14	52%	141	82%	0	0%	0	0%	75	60%
	No	137	27%	16	25%	16	40%	10	14%	13	48%	30	18%	0	0%	0	0%	46	37%
Gender	Female	426	84%	64	98%	21	53%	68	96%	25	93%	156	91%	0	0%	0	0%	85	68%
	Male	79	15%	1	2%	18	45%	3	4%	2	7%	14	8%	0	0%	0	0%	37	30%
Age	under 25	15	3%	1	2%	0	0%	0	0%	1	4%	11	6%	0	0%	0	0%	2	2%
	25-29	13	3%	0	0%	0	0%	1	1%	1	4%	10	6%	0	0%	0	0%	1	1%
	30-39	65	13%	8	12%	2	5%	8	11%	7	26%	27	16%	0	0%	0	0%	10	8%
	40-49	154	30%	19	29%	11	28%	25	35%	11	41%	48	28%	0	0%	0	0%	36	29%
	50-59	207	41%	31	48%	22	55%	33	46%	5	19%	63	37%	0	0%	0	0%	50	40%
	60-64	39	8%	5	8%	5	13%	3	4%	2	7%	10	6%	0	0%	0	0%	13	10%
	65 or older	15	3%	0	0%	0	0%	1	1%	0	0%	2	1%	0	0%	0	0%	12	10%

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<b>Working Conditions</b>																			
Job description?	Yes	483	95%	56	86%	39	98%	70	99%	26	96%	158	92%	0	0%	0	0%	124	99%
	No	25	5%	9	14%	1	3%	1	1%	1	4%	12	7%	0	0%	0	0%	0	0%
Is it accurate?	Yes	414	81%	48	74%	31	78%	66	93%	21	78%	138	81%	0	0%	0	0%	102	82%
	No	81	16%	12	18%	8	20%	5	7%	6	22%	26	15%	0	0%	0	0%	21	17%
Duties beyond primary ones?	Yes	269	53%	36	55%	25	63%	50	70%	18	67%	77	45%	0	0%	0	0%	57	46%
	No	225	44%	27	42%	13	33%	19	27%	9	33%	89	52%	0	0%	0	0%	63	50%
% beyond primary responsibilities	0%	163	32%	10	15%	6	15%	14	20%	7	26%	76	44%	0	0%	0	0%	47	38%
	1-10%	196	38%	28	43%	16	40%	37	52%	12	44%	62	36%	0	0%	0	0%	37	30%
	11-15%	42	8%	9	14%	4	10%	5	7%	3	11%	8	5%	0	0%	0	0%	11	9%
	16-25%	41	8%	7	11%	5	13%	4	6%	2	7%	9	5%	0	0%	0	0%	12	10%
	more than 25%	38	7%	5	8%	4	10%	8	11%	1	4%	8	5%	0	0%	0	0%	12	10%
Have adequate tools to do your job?	agree/strongly	425	83%	55	85%	23	58%	68	96%	25	93%	152	89%	0	0%	0	0%	94	75%
	neither	35	7%	2	3%	7	18%	0	0%	1	4%	8	5%	0	0%	0	0%	15	12%
	disagree/ strongly	47	9%	8	12%	10	25%	3	4%	1	4%	9	5%	0	0%	0	0%	15	12%
Employ monitors for every bus?	Yes	97	19%	11	17%	13	33%	24	34%	8	30%	38	22%	0	0%	0	0%	2	2%
	No	340	67%	42	65%	17	43%	31	44%	13	48%	106	62%	0	0%	0	0%	121	97%
Administer medications?	Yes	97	19%	11	17%	13	33%	24	34%	8	30%	38	22%	0	0%	0	0%	2	2%
	No	396	78%	56	86%	36	90%	68	96%	7	26%	144	84%	0	0%	0	0%	74	59%
If so, properly trained?	Yes	91	18%	6	9%	0	0%	0	0%	19	70%	26	15%	0	0%	0	0%	40	32%
	No	17	3%	0	0%	1	3%	0	0%	1	4%	5	3%	0	0%	0	0%	9	7%
	not applicable	134	26%	11	17%	13	33%	32	45%	2	7%	38	22%	0	0%	0	0%	36	29%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	309	61%	46	71%	25	63%	45	63%	23	85%	107	63%	0	0%	0	0%	55	44%
	No	179	35%	15	23%	12	30%	22	31%	4	15%	58	34%	0	0%	0	0%	65	52%
Seniority recognized for awarding job positions?	Yes	232	45%	21	32%	9	23%	33	46%	14	52%	85	50%	0	0%	0	0%	61	49%
	No	231	45%	34	52%	25	63%	34	48%	10	37%	68	40%	0	0%	0	0%	60	48%

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Instructional Assistants expected to cover classes?	Yes	50	10%	0	0%	0	0%	0	0%	0	0%	50	29%	0	0%	0	0%	0	0%
	No	114	22%	0	0%	0	0%	0	0%	0	0%	114	67%	0	0%	0	0%	0	0%
	not applicable	339	66%	65	100%	40	100%	71	100%	27	100%	0	0%	0	0%	0	0%	125	100%
If so, how often?	once/week	18	4%	0	0%	0	0%	0	0%	0	0%	18	11%	0	0%	0	0%	0	0%
	2-3 times/week	11	2%	0	0%	0	0%	0	0%	0	0%	11	6%	0	0%	0	0%	0	0%
	4-5 times/week	12	2%	0	0%	0	0%	0	0%	0	0%	12	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	5	0%	0	0%	0	0%	0	0%	0	0%	5	0%	0	0%	0	0%	0	0%
	not applicable	453	89%	65	100%	40	100%	71	100%	27	100%	114	67%	0	0%	0	0%	125	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	479	94%	65	100%	39	98%	68	96%	27	100%	165	96%	0	0%	0	0%	104	83%
	No	24	5%	0	0%	0	0%	3	4%	0	0%	5	3%	0	0%	0	0%	16	13%
District's student discipline policy consistently followed?	Yes	334	65%	47	72%	23	58%	42	59%	22	81%	149	87%	0	0%	0	0%	41	33%
	No	149	29%	11	17%	11	28%	24	34%	3	11%	19	11%	0	0%	0	0%	80	64%
Trained on student discipline policies and processes?	Yes	277	54%	31	48%	2	5%	22	31%	14	52%	103	60%	0	0%	0	0%	96	77%
	No	206	40%	26	40%	33	83%	45	63%	11	41%	62	36%	0	0%	0	0%	27	22%
Peer to peer bullying or harassment an issue?	Yes	95	19%	14	22%	2	5%	11	15%	5	19%	26	15%	0	0%	0	0%	35	28%
	No	391	77%	47	72%	31	78%	57	80%	21	78%	137	80%	0	0%	0	0%	89	71%
Bullying or harassment by supervisor an issue?	Yes	40	8%	3	5%	2	5%	3	4%	2	7%	5	3%	0	0%	0	0%	25	20%
	No	453	89%	58	89%	34	85%	65	92%	24	89%	164	96%	0	0%	0	0%	97	78%
Enjoy working in this school district?	agree/strongly	447	88%	56	86%	34	85%	66	93%	27	100%	155	91%	0	0%	0	0%	98	78%
	neither	38	7%	5	8%	4	10%	3	4%	0	0%	5	3%	0	0%	0	0%	21	17%
	disagree/ strongly	22	4%	3	5%	2	5%	2	3%	0	0%	10	6%	0	0%	0	0%	5	4%

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