

2011 KEA ESP Survey Results: Estill County

| | | District Overall | | Clerical/ Secretarial | | Custodial/ Maintenance | | Food Services | | Health/ Student Services | | Instructional Assistants | | Skilled Trades | | Technical Services | | Transportation | |
|------------------------|-------------------------|------------------|-----|-----------------------|-----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| Total Responses | | 35 | | 13 | | 6 | | 3 | | 0 | | 11 | | 1 | | 0 | | 1 | |
| Demographics | | | | | | | | | | | | | | | | | | | |
| Job category | Clerical | 13 | 37% | | | | | | | | | | | | | | | | |
| | Custodial | 6 | 17% | | | | | | | | | | | | | | | | |
| | Food Services | 3 | 9% | | | | | | | | | | | | | | | | |
| | Inst. Assts. | 11 | 31% | | | | | | | | | | | | | | | | |
| | Health/Student Services | 0 | 0% | | | | | | | | | | | | | | | | |
| | Skilled Trades | 1 | 3% | | | | | | | | | | | | | | | | |
| | Security Services | 0 | 0% | | | | | | | | | | | | | | | | |
| | Tech. Services | 0 | 0% | | | | | | | | | | | | | | | | |
| | Transportation | 1 | 3% | | | | | | | | | | | | | | | | |
| Work location | Elementary | 13 | 37% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 64% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Middle | 10 | 29% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | High School | 10 | 29% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Combination | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years employed | 1 year | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 4 | 11% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 10 | 29% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 10-14 years | 8 | 23% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 15-19 years | 9 | 26% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 4 | 11% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25 or more | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years in district | 1 year | 9 | 26% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 4 | 11% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 0 | 0% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 4 | 11% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| 25 or more | 10 | 29% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 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 | 17 | 49% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | tech/vocational | 4 | 11% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | some college | 8 | 23% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | associate's | 2 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | bachelor's | 4 | 11% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | master's | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Additional jobs in district? | None | 30 | 86% | 12 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 4 | 11% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 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 | 24 | 69% | 9 | 69% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 64% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 9 | 26% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2 | 2 | 6% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| Hours worked per week | 0-10 hours | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-20 hours | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 21-30 hours | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 31-40 hours | 27 | 77% | 10 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% |
| | over 40 hours | 5 | 14% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| Earn more than half household income? | Yes | 26 | 74% | 10 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 9 | 26% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| Gender | Female | 27 | 77% | 11 | 85% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Male | 5 | 14% | 1 | 8% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 30-39 | 7 | 20% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 40-49 | 12 | 34% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 50-59 | 15 | 43% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 60-64 | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 65 or older | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
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|-------------------------------|----------------------------|------------------|-----|-----------------------|-----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| Racial group | American Indian | 1 | 3% | 1 | 8% | 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% |
| | Black/African American | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Caucasian | 34 | 97% | 12 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 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% |
| Association Membership | | | | | | | | | | | | | | | | | | | |
| KEA member? | Yes | 3 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 29 | 83% | 11 | 85% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Satisfied with KEA? | satisfied/very | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | unsatisfied/ very | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 29 | 83% | 11 | 85% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
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|--|-------------------|------------------|-----|-----------------------|------|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|---|----|
| | | | | | | | | | | | | | | | | | | | | | |
| Wages and Benefits | | | | | | | | | | | | | | | | | | | | | |
| Required overtime? | Yes | 2 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 33 | 94% | 13 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, how many hours? | 0 hours | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-4 hours | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 5-8 hours | 0 | 0% | 0 | 0% | 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% | 0 | 0% |
| | not applicable | 33 | 94% | 13 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, compensated? | Yes | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 2 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 33 | 94% | 13 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Benefits a main factor in employment? | Yes | 20 | 57% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 64% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 12 | 34% | 8 | 62% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| % salary going toward health insurance | 0% | 6 | 17% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-10% | 8 | 23% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-25% | 10 | 29% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 26-50% | 8 | 23% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 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% | 0 | 0% |
| | over 75% | 0 | 0% | 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 | 11 | 31% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | school district | 25 | 71% | 7 | 54% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | college | 3 | 9% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | KEA | 1 | 3% | 1 | 8% | 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 | 2 | 6% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| From inside district, outside or both? | within school district | 17 | 49% | 7 | 54% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | outside school district | 2 | 6% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | both | 16 | 46% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| Do you receive ongoing PD from District? | Yes | 27 | 77% | 9 | 69% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 4 | 11% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| How many days? | 0 days | 3 | 9% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-4 days | 27 | 77% | 10 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 5-8 days | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 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 | 33 | 94% | 12 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 2 | 6% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | every 6 months | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | once/year | 35 | 100% | 13 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Who evaluates? | supervisor | 15 | 43% | 8 | 62% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | administrator | 15 | 43% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 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 | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| My supervisor helps me be effective in my job. | agree/strongly | 22 | 63% | 9 | 69% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 8 | 23% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 5 | 14% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
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2011 KEA ESP Survey Results: Estill County

| | | District Overall | | Clerical/ Secretarial | | Custodial/ Maintenance | | Food Services | | Health/ Student Services | | Instructional Assistants | | Skilled Trades | | Technical Services | | Transportation | |
|--|--------------------|------------------|-----|-----------------------|-----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| Working Conditions | | | | | | | | | | | | | | | | | | | |
| Job description? | Yes | 34 | 97% | 12 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 1 | 3% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Is it accurate? | Yes | 22 | 63% | 7 | 54% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 13 | 37% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| Duties beyond primary ones? | Yes | 26 | 74% | 10 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 9 | 26% | 3 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| % beyond primary responsibilities | 0% | 6 | 17% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-10% | 14 | 40% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-15% | 7 | 20% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 16-25% | 3 | 9% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | more than 25% | 3 | 9% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| Have adequate tools to do your job? | agree/strongly | 25 | 71% | 12 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 3 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 7 | 20% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| Employ monitors for every bus? | Yes | 6 | 17% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 21 | 60% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| Administer medications? | Yes | 6 | 17% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 17 | 49% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, properly trained? | Yes | 18 | 51% | 8 | 62% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 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% |
| | not applicable | 6 | 17% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| Opportunity to give input into decision making for job category at the worksite or district level? | Yes | 11 | 31% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 22 | 63% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| Seniority recognized for awarding job positions? | Yes | 4 | 11% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 25 | 71% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% |

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

2011 KEA ESP Survey Results: Estill County

| | | District Overall | | Clerical/ Secretarial | | Custodial/ Maintenance | | Food Services | | Health/ Student Services | | Instructional Assistants | | Skilled Trades | | Technical Services | | Transportation | |
|---|-------------------------|------------------|-----|-----------------------|------|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| | | | | | | | | | | | | | | | | | | | |
| Instructional Assistants expected to cover classes? | Yes | 5 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 6 | 17% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 24 | 69% | 13 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, how often? | once/week | 3 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-3 times/week | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 4-5 times/week | 1 | 3% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 30 | 86% | 13 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| Work Environment | | | | | | | | | | | | | | | | | | | |
| Work in a safe environment? | Yes | 29 | 83% | 13 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 5 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| District's student discipline policy consistently followed? | Yes | 11 | 31% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 17 | 49% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| Trained on student discipline policies and processes? | Yes | 9 | 26% | 4 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 18 | 51% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| Peer to peer bullying or harassment an issue? | Yes | 15 | 43% | 5 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 64% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 19 | 54% | 7 | 54% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| Bullying or harassment by supervisor an issue? | Yes | 4 | 11% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 31 | 89% | 12 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| Enjoy working in this school district? | agree/strongly | 27 | 77% | 10 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 5 | 14% | 2 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 3 | 9% | 1 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |

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