

2011 KEA ESP Survey Results: Fleming County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		48		6		2		13		2		23		0		0		0	
Demographics																			
Job category	Clerical	6	13%																
	Custodial	2	4%																
	Food Services	13	27%																
	Inst. Assts.	23	48%																
	Health/Student Services	2	4%																
	Skilled Trades	0	0%																
	Security Services	1	2%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	24	50%	0	0%	0	0%	7	54%	0	0%	15	65%	0	0%	0	0%	0	0%
	Middle	16	33%	0	0%	0	0%	6	46%	0	0%	7	30%	0	0%	0	0%	0	0%
	High School	7	15%	0	0%	0	0%	0	0%	0	0%	1	4%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	4	8%	0	0%	0	0%	1	8%	0	0%	2	9%	0	0%	0	0%	0	0%
	2-5 years	8	17%	0	0%	0	0%	3	23%	0	0%	4	17%	0	0%	0	0%	0	0%
	6-9 years	12	25%	0	0%	0	0%	5	38%	0	0%	5	22%	0	0%	0	0%	0	0%
	10-14 years	11	23%	0	0%	0	0%	2	15%	0	0%	5	22%	0	0%	0	0%	0	0%
	15-19 years	9	19%	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%	0	0%	0	0%
	20-24 years	3	6%	0	0%	0	0%	1	8%	0	0%	1	4%	0	0%	0	0%	0	0%
	25 or more	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Years in district	1 year	9	19%	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%	0	0%	0	0%
	2-5 years	3	6%	0	0%	0	0%	1	8%	0	0%	1	4%	0	0%	0	0%	0	0%
	6-9 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	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	8%	0	0%	0	0%	1	8%	0	0%	2	9%	0	0%	0	0%	0	0%
	20-24 years	12	25%	0	0%	0	0%	3	23%	0	0%	7	30%	0	0%	0	0%	0	0%
	25 or more	12	25%	0	0%	0	0%	6	46%	0	0%	4	17%	0	0%	0	0%	0	0%

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

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	18	38%	0	0%	0	0%	6	46%	0	0%	8	35%	0	0%	0	0%	0	0%
	tech/vocational	4	8%	0	0%	0	0%	3	23%	0	0%	1	4%	0	0%	0	0%	0	0%
	some college	15	31%	0	0%	0	0%	3	23%	0	0%	6	26%	0	0%	0	0%	0	0%
	associate's	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	bachelor's	7	15%	0	0%	0	0%	1	8%	0	0%	6	26%	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	38	79%	0	0%	0	0%	11	85%	0	0%	17	74%	0	0%	0	0%	0	0%
	1	4	8%	0	0%	0	0%	1	8%	0	0%	3	13%	0	0%	0	0%	0	0%
	2	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	35	73%	0	0%	0	0%	6	46%	0	0%	22	96%	0	0%	0	0%	0	0%
	1	6	13%	0	0%	0	0%	2	15%	0	0%	1	4%	0	0%	0	0%	0	0%
	2	4	8%	0	0%	0	0%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	11-20 hours	1	2%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	4	8%	0	0%	0	0%	4	31%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	33	69%	0	0%	0	0%	7	54%	0	0%	17	74%	0	0%	0	0%	0	0%
	over 40 hours	9	19%	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	36	75%	0	0%	0	0%	11	85%	0	0%	17	74%	0	0%	0	0%	0	0%
	No	11	23%	0	0%	0	0%	2	15%	0	0%	5	22%	0	0%	0	0%	0	0%
Gender	Female	41	85%	0	0%	0	0%	13	100%	0	0%	20	87%	0	0%	0	0%	0	0%
	Male	5	10%	0	0%	0	0%	0	0%	0	0%	2	9%	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	23%	0	0%	0	0%	3	23%	0	0%	6	26%	0	0%	0	0%	0	0%
	40-49	15	31%	0	0%	0	0%	6	46%	0	0%	5	22%	0	0%	0	0%	0	0%
	50-59	16	33%	0	0%	0	0%	3	23%	0	0%	9	39%	0	0%	0	0%	0	0%
	60-64	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	65 or older	2	4%	0	0%	0	0%	1	8%	0	0%	1	4%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Fleming County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation			
Racial group	American Indian	2	4%	0	0%	0	0%	1	8%	0	0%	1	4%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%
	Caucasian	44	96%	0	0%	0	0%	13	100%	0	0%	21	91%	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	8	17%	0	0%	0	0%	2	15%	0	0%	6	26%	0	0%	0	0%	0	0%	0	0%
	No	39	81%	0	0%	0	0%	11	85%	0	0%	17	74%	0	0%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	4	8%	0	0%	0	0%	2	15%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%
	neither	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%	0	0%
	not applicable	39	81%	0	0%	0	0%	11	85%	0	0%	17	74%	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	3	6%	0	0%	0	0%	1	8%	0	0%	2	9%	0	0%	0	0%	0	0%
	No	45	94%	0	0%	0	0%	12	92%	0	0%	21	91%	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%	1	4%	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%
	more than 8 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	45	94%	0	0%	0	0%	12	92%	0	0%	21	91%	0	0%	0	0%	0	0%
If so, compensated?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	1	8%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	45	94%	0	0%	0	0%	12	92%	0	0%	21	91%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	25	52%	0	0%	0	0%	8	62%	0	0%	11	48%	0	0%	0	0%	0	0%
	No	13	27%	0	0%	0	0%	2	15%	0	0%	8	35%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	10	21%	0	0%	0	0%	2	15%	0	0%	7	30%	0	0%	0	0%	0	0%
	1-10%	19	40%	0	0%	0	0%	9	69%	0	0%	6	26%	0	0%	0	0%	0	0%
	11-25%	12	25%	0	0%	0	0%	2	15%	0	0%	8	35%	0	0%	0	0%	0	0%
	26-50%	5	10%	0	0%	0	0%	0	0%	0	0%	2	9%	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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2011 KEA ESP Survey Results: Fleming County

		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	29%	0	0%	0	0%	2	17%	0	0%	5	23%	0	0%	0	0%	0	0%	
	school district	31	69%	0	0%	0	0%	11	92%	0	0%	16	73%	0	0%	0	0%	0	0%	
	college	9	20%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%	
	KEA	2	4%	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	6	13%	0	0%	0	0%	1	8%	0	0%	3	14%	0	0%	0	0%	0	0%	
From inside district, outside or both?	within school district	21	44%	0	0%	0	0%	7	54%	0	0%	9	39%	0	0%	0	0%	0	0%	
	outside school district	9	19%	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%	0	0%	0	0%	
	both	14	29%	0	0%	0	0%	4	31%	0	0%	7	30%	0	0%	0	0%	0	0%	
Do you receive ongoing PD from District?	Yes	19	40%	0	0%	0	0%	13	100%	0	0%	5	22%	0	0%	0	0%	0	0%	
	No	26	54%	0	0%	0	0%	0	0%	0	0%	17	74%	0	0%	0	0%	0	0%	
How many days?	0 days	21	44%	0	0%	0	0%	0	0%	0	0%	15	65%	0	0%	0	0%	0	0%	
	1-4 days	20	42%	0	0%	0	0%	13	100%	0	0%	6	26%	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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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Job Performance																				
Regularly evaluated?	Yes	33	69%	0	0%	0	0%	13	100%	0	0%	14	61%	0	0%	0	0%	0	0%	
	No	10	21%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	0	0%	
How often?	once/month	1	2%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	
	once/year	34	71%	0	0%	0	0%	13	100%	0	0%	15	65%	0	0%	0	0%	0	0%	
Who evaluates?	supervisor	19	40%	0	0%	0	0%	8	62%	0	0%	6	26%	0	0%	0	0%	0	0%	
	administrator	14	29%	0	0%	0	0%	5	38%	0	0%	7	30%	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	4	8%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	29	60%	0	0%	0	0%	9	69%	0	0%	11	48%	0	0%	0	0%	0	0%	
	neither	12	25%	0	0%	0	0%	2	15%	0	0%	9	39%	0	0%	0	0%	0	0%	
	disagree/ strongly	5	10%	0	0%	0	0%	2	15%	0	0%	3	13%	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	
Working Conditions																			
Job description?	Yes	45	94%	0	0%	0	0%	13	100%	0	0%	20	87%	0	0%	0	0%	0	0%
	No	3	6%	0	0%	0	0%	0	0%	0	0%	3	13%	0	0%	0	0%	0	0%
Is it accurate?	Yes	36	75%	0	0%	0	0%	12	92%	0	0%	16	70%	0	0%	0	0%	0	0%
	No	10	21%	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	31	65%	0	0%	0	0%	9	69%	0	0%	14	61%	0	0%	0	0%	0	0%
	No	17	35%	0	0%	0	0%	4	31%	0	0%	9	39%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	7	15%	0	0%	0	0%	0	0%	0	0%	5	22%	0	0%	0	0%	0	0%
	1-10%	27	56%	0	0%	0	0%	7	54%	0	0%	11	48%	0	0%	0	0%	0	0%
	11-15%	8	17%	0	0%	0	0%	5	38%	0	0%	3	13%	0	0%	0	0%	0	0%
	16-25%	1	2%	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	35	73%	0	0%	0	0%	9	69%	0	0%	15	65%	0	0%	0	0%	0	0%
	neither	6	13%	0	0%	0	0%	1	8%	0	0%	5	22%	0	0%	0	0%	0	0%
	disagree/ strongly	6	13%	0	0%	0	0%	3	23%	0	0%	3	13%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	6	13%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	No	37	77%	0	0%	0	0%	12	92%	0	0%	19	83%	0	0%	0	0%	0	0%
Administer medications?	Yes	6	13%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	No	40	83%	0	0%	0	0%	13	100%	0	0%	20	87%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	6	13%	0	0%	0	0%	0	0%	0	0%	2	9%	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	19	40%	0	0%	0	0%	7	54%	0	0%	8	35%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	25	52%	0	0%	0	0%	10	77%	0	0%	8	35%	0	0%	0	0%	0	0%
	No	21	44%	0	0%	0	0%	3	23%	0	0%	14	61%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	12	25%	0	0%	0	0%	2	15%	0	0%	5	22%	0	0%	0	0%	0	0%
	No	27	56%	0	0%	0	0%	10	77%	0	0%	13	57%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	14	29%	0	0%	0	0%	0	0%	0	0%	14	61%	0	0%	0	0%	0	0%
	No	7	15%	0	0%	0	0%	0	0%	0	0%	7	30%	0	0%	0	0%	0	0%
	not applicable	25	52%	0	0%	0	0%	13	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	13%	0	0%	0	0%	0	0%	0	0%	6	26%	0	0%	0	0%	0	0%
	2-3 times/week	4	8%	0	0%	0	0%	0	0%	0	0%	4	17%	0	0%	0	0%	0	0%
	4-5 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	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	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	not applicable	32	67%	0	0%	0	0%	13	100%	0	0%	7	30%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	47	98%	0	0%	0	0%	12	92%	0	0%	23	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	29	60%	0	0%	0	0%	6	46%	0	0%	16	70%	0	0%	0	0%	0	0%
	No	14	29%	0	0%	0	0%	4	31%	0	0%	7	30%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	17	35%	0	0%	0	0%	3	23%	0	0%	9	39%	0	0%	0	0%	0	0%
	No	30	63%	0	0%	0	0%	10	77%	0	0%	13	57%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	9	19%	0	0%	0	0%	2	15%	0	0%	5	22%	0	0%	0	0%	0	0%
	No	37	77%	0	0%	0	0%	10	77%	0	0%	18	78%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	8%	0	0%	0	0%	2	15%	0	0%	2	9%	0	0%	0	0%	0	0%
	No	43	90%	0	0%	0	0%	10	77%	0	0%	21	91%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	35	73%	0	0%	0	0%	9	69%	0	0%	18	78%	0	0%	0	0%	0	0%
	neither	5	10%	0	0%	0	0%	1	8%	0	0%	3	13%	0	0%	0	0%	0	0%
	disagree/ strongly	8	17%	0	0%	0	0%	3	23%	0	0%	2	9%	0	0%	0	0%	0	0%

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