

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		46		4		5		6		2		16		1		1		11	
<b>Demographics</b>																			
Job category	Clerical	4	9%																
	Custodial	5	11%																
	Food Services	6	13%																
	Inst. Assts.	16	35%																
	Health/Student Services	2	4%																
	Skilled Trades	1	2%																
	Security Services	0	0%																
	Tech. Services	1	2%																
	Transportation	11	24%																
Work location	Elementary	25	54%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	Middle	3	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	High School	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	District Wide	5	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	4	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	27%
	Combination	6	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	45%
Years employed	1 year	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	2-5 years	10	22%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	2	18%
	6-9 years	9	20%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	1	9%
	10-14 years	14	30%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	3	27%
	15-19 years	6	13%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	2	18%
	20-24 years	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	25 or more	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
Years in district	1 year	6	13%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	2	18%
	2-5 years	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	6-9 years	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	20-24 years	10	22%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	2	18%
	25 or more	9	20%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	1	9%

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Education level	HS or GED	20	43%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	8	73%
	tech/vocational	6	13%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	1	9%
	some college	15	33%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	2	18%
	associate's	3	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	bachelor's	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	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	36	78%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	7	64%
	1	6	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	36%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	37	80%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	8	73%
	1	7	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	27%
	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	21-30 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	38	83%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	6	55%
	over 40 hours	6	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	36%
Earn more than half household income?	Yes	28	61%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	7	64%
	No	17	37%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	4	36%
Gender	Female	35	76%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	6	55%
	Male	10	22%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	45%
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	12	26%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	2	18%
	40-49	15	33%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	4	36%
	50-59	17	37%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	5	45%
	60-64	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	1	2%	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	
Racial group	American Indian	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%
	Black/African American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	45	100%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	11	100%
	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%
<b>Association Membership</b>																			
KEA member?	Yes	40	87%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	11	100%
	No	5	11%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	27	59%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	7	64%
	neither	8	17%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	1	9%
	unsatisfied/ very	5	11%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	3	27%
	not applicable	5	11%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	7	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	27%
	No	39	85%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	8	73%
If so, how many hours?	0 hours	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	1-4 hours	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	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%	0	0%	0	0%	0	0%	1	9%
	not applicable	39	85%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	8	73%
If so, compensated?	Yes	6	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	27%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	39	85%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	8	73%
Benefits a main factor in employment?	Yes	26	57%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	9	82%
	No	13	28%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	2	18%
% salary going toward health insurance	0%	9	20%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	1	9%
	1-10%	16	35%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	7	64%
	11-25%	12	26%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	2	18%
	26-50%	4	9%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	1	9%
	51-75%	3	7%	0	0%	0	0%	0	0%	0	0%	3	19%	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	
<b>Training and PD</b>																			
Where received initial training?	department	10	23%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	3	27%
	school district	31	72%	0	0%	0	0%	0	0%	0	0%	11	73%	0	0%	0	0%	7	64%
	college	3	7%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%
	KEA	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	NEA	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	8	19%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	2	18%
From inside district, outside or both?	within school district	25	54%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	7	64%
	outside school district	5	11%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	2	18%
	both	12	26%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	2	18%
Do you receive ongoing PD from District?	Yes	34	74%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	8	73%
	No	11	24%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	2	18%
How many days?	0 days	8	17%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	2	18%
	1-4 days	32	70%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	8	73%
	5-8 days	5	11%	0	0%	0	0%	0	0%	0	0%	4	25%	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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<b>Job Performance</b>																			
Regularly evaluated?	Yes	43	93%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	11	100%
	No	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How often?	once/month	3	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	1	9%
	once/quarter	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	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	42	91%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	10	91%
Who evaluates?	supervisor	30	65%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	10	91%
	administrator	11	24%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	colleagues	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	combination of people	3	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	29	63%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	4	36%
	neither	10	22%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	7	64%
	disagree/ strongly	6	13%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	43	93%	0	0%	0	0%	0	0%	0	0%	13	81%	0	0%	0	0%	11	100%
	No	3	7%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
Is it accurate?	Yes	29	63%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	9	82%
	No	17	37%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	2	18%
Duties beyond primary ones?	Yes	31	67%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	7	64%
	No	14	30%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	4	36%
% beyond primary responsibilities	0%	8	17%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	3	27%
	1-10%	16	35%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	2	18%
	11-15%	6	13%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	4	36%
	16-25%	6	13%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	more than 25%	7	15%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	1	9%
Have adequate tools to do your job?	agree/strongly	38	83%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	7	64%
	neither	5	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	27%
	disagree/ strongly	3	7%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	1	9%
Employ monitors for every bus?	Yes	5	11%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	1	9%
	No	35	76%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	10	91%
Administer medications?	Yes	5	11%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	1	9%
	No	29	63%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	4	36%
If so, properly trained?	Yes	12	26%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	7	64%
	No	3	7%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	not applicable	8	17%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	2	18%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	24	52%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	4	36%
	No	21	46%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	7	64%
Seniority recognized for awarding job positions?	Yes	16	35%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	7	64%
	No	23	50%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	4	36%

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Instructional Assistants expected to cover classes?	Yes	12	26%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	No	4	9%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	not applicable	30	65%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	100%
If so, how often?	once/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	2-3 times/week	3	7%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	4-5 times/week	5	11%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	6-10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	more than 10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	34	74%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	11	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	42	91%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	8	73%
	No	3	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	2	18%
District's student discipline policy consistently followed?	Yes	21	46%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	3	27%
	No	21	46%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	8	73%
Trained on student discipline policies and processes?	Yes	21	46%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	10	91%
	No	23	50%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	1	9%
Peer to peer bullying or harassment an issue?	Yes	13	28%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	5	45%
	No	32	70%	0	0%	0	0%	0	0%	0	0%	13	81%	0	0%	0	0%	6	55%
Bullying or harassment by supervisor an issue?	Yes	4	9%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	No	40	87%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	11	100%
Enjoy working in this school district?	agree/strongly	34	74%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	7	64%
	neither	10	22%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	3	27%
	disagree/ strongly	2	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	1	9%

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