

2011 KEA ESP Survey Results: Fort Thomas Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		40		9		6		4		0		21		0		0		0	
Demographics																			
Job category	Clerical	9	23%																
	Custodial	6	15%																
	Food Services	4	10%																
	Inst. Assts.	21	53%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	29	73%	0	0%	0	0%	0	0%	0	0%	18	86%	0	0%	0	0%	0	0%
	Middle	8	20%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	High School	3	8%	0	0%	0	0%	0	0%	0	0%	2	10%	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	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	8	20%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	6-9 years	6	15%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	10-14 years	12	30%	0	0%	0	0%	0	0%	0	0%	6	29%	0	0%	0	0%	0	0%
	15-19 years	6	15%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	20-24 years	5	13%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	25 or more	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	6	15%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	2-5 years	5	13%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	6-9 years	1	3%	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	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	8	20%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
25 or more	7	18%	0	0%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%	

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Education level	HS or GED	12	30%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	tech/vocational	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	12	30%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
	associate's	4	10%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	bachelor's	9	23%	0	0%	0	0%	0	0%	0	0%	6	29%	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	31	78%	0	0%	0	0%	0	0%	0	0%	16	76%	0	0%	0	0%	0	0%
	1	7	18%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	2	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	27	68%	0	0%	0	0%	0	0%	0	0%	15	71%	0	0%	0	0%	0	0%
	1	13	33%	0	0%	0	0%	0	0%	0	0%	6	29%	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%
Hours worked per week	0-10 hours	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	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	3	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	31-40 hours	32	80%	0	0%	0	0%	0	0%	0	0%	17	81%	0	0%	0	0%	0	0%
	over 40 hours	3	8%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	30	75%	0	0%	0	0%	0	0%	0	0%	20	95%	0	0%	0	0%	0	0%
	No	6	15%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Gender	Female	36	90%	0	0%	0	0%	0	0%	0	0%	21	100%	0	0%	0	0%	0	0%
	Male	4	10%	0	0%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	3	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	40-49	13	33%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
	50-59	18	45%	0	0%	0	0%	0	0%	0	0%	11	52%	0	0%	0	0%	0	0%
	60-64	4	10%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	65 or older	1	3%	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	2	5%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	39	98%	0	0%	0	0%	0	0%	0	0%	21	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	8%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	No	35	88%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	neither	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	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	35	88%	0	0%	0	0%	0	0%	0	0%	19	90%	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	6	15%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	
	No	34	85%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	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%	0	0%	
	1-4 hours	4	10%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	
	5-8 hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	more than 8 hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	not applicable	34	85%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	0	0%	0	0%	0	0%	
If so, compensated?	Yes	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	No	4	10%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	
	not applicable	34	85%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	0	0%	0	0%	0	0%	
Benefits a main factor in employment?	Yes	17	43%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%	0	0%	
	No	18	45%	0	0%	0	0%	0	0%	0	0%	11	52%	0	0%	0	0%	0	0%	0	0%	
% salary going toward health insurance	0%	10	25%	0	0%	0	0%	0	0%	0	0%	6	29%	0	0%	0	0%	0	0%	0	0%	
	1-10%	11	28%	0	0%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%	0	0%	
	11-25%	7	18%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%	0	0%	
	26-50%	9	23%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%	0	0%	
	51-75%	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	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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		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	10	26%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
	school district	26	67%	0	0%	0	0%	0	0%	0	0%	14	70%	0	0%	0	0%	0	0%
	college	3	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	KEA	0	0%	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	10	26%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	25	63%	0	0%	0	0%	0	0%	0	0%	15	71%	0	0%	0	0%	0	0%
	outside school district	7	18%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	both	7	18%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	32	80%	0	0%	0	0%	0	0%	0	0%	20	95%	0	0%	0	0%	0	0%
	No	7	18%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
How many days?	0 days	7	18%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	1-4 days	29	73%	0	0%	0	0%	0	0%	0	0%	20	95%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Job Performance																			
Regularly evaluated?	Yes	34	85%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	0	0%	0	0%
	No	5	13%	0	0%	0	0%	0	0%	0	0%	1	5%	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	36	90%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	9	23%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	administrator	17	43%	0	0%	0	0%	0	0%	0	0%	9	43%	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	10	25%	0	0%	0	0%	0	0%	0	0%	7	33%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	25	63%	0	0%	0	0%	0	0%	0	0%	14	67%	0	0%	0	0%	0	0%
	neither	7	18%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	disagree/ strongly	7	18%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	37	93%	0	0%	0	0%	0	0%	0	0%	18	86%	0	0%	0	0%	0	0%
	No	2	5%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Is it accurate?	Yes	24	60%	0	0%	0	0%	0	0%	0	0%	12	57%	0	0%	0	0%	0	0%
	No	15	38%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	24	60%	0	0%	0	0%	0	0%	0	0%	12	57%	0	0%	0	0%	0	0%
	No	15	38%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	11	28%	0	0%	0	0%	0	0%	0	0%	6	29%	0	0%	0	0%	0	0%
	1-10%	18	45%	0	0%	0	0%	0	0%	0	0%	10	48%	0	0%	0	0%	0	0%
	11-15%	3	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	16-25%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	2	5%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	27	68%	0	0%	0	0%	0	0%	0	0%	13	62%	0	0%	0	0%	0	0%
	neither	8	20%	0	0%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%
	disagree/ strongly	4	10%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	32	80%	0	0%	0	0%	0	0%	0	0%	16	76%	0	0%	0	0%	0	0%
	No	3	8%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Administer medications?	Yes	32	80%	0	0%	0	0%	0	0%	0	0%	16	76%	0	0%	0	0%	0	0%
	No	21	53%	0	0%	0	0%	0	0%	0	0%	10	48%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	17	43%	0	0%	0	0%	0	0%	0	0%	10	48%	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	8	20%	0	0%	0	0%	0	0%	0	0%	5	24%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	23	58%	0	0%	0	0%	0	0%	0	0%	12	57%	0	0%	0	0%	0	0%
	No	15	38%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	18	45%	0	0%	0	0%	0	0%	0	0%	9	43%	0	0%	0	0%	0	0%
	No	16	40%	0	0%	0	0%	0	0%	0	0%	9	43%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	11	28%	0	0%	0	0%	0	0%	0	0%	11	52%	0	0%	0	0%	0	0%
	No	8	20%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
	not applicable	19	48%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	15%	0	0%	0	0%	0	0%	0	0%	6	29%	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	2	5%	0	0%	0	0%	0	0%	0	0%	2	10%	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	27	68%	0	0%	0	0%	0	0%	0	0%	8	38%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	39	98%	0	0%	0	0%	0	0%	0	0%	20	95%	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	33	83%	0	0%	0	0%	0	0%	0	0%	17	81%	0	0%	0	0%	0	0%
	No	4	10%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	21	53%	0	0%	0	0%	0	0%	0	0%	14	67%	0	0%	0	0%	0	0%
	No	16	40%	0	0%	0	0%	0	0%	0	0%	6	29%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	4	10%	0	0%	0	0%	0	0%	0	0%	4	19%	0	0%	0	0%	0	0%
	No	33	83%	0	0%	0	0%	0	0%	0	0%	16	76%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	37	93%	0	0%	0	0%	0	0%	0	0%	20	95%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	33	83%	0	0%	0	0%	0	0%	0	0%	19	90%	0	0%	0	0%	0	0%
	neither	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%

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