

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
<b>Total Responses</b>		119		9		15		18		9		58		0		0		8		
<b>Demographics</b>																				
Job category	Clerical	9	8%																	
	Custodial	15	13%																	
	Food Services	18	15%																	
	Inst. Assts.	58	49%																	
	Health/Student Services	9	8%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	0	0%																	
	Transportation	8	7%																	
Work location	Elementary	110	92%	0	0%	15	100%	17	94%	0	0%	55	95%	0	0%	0	0%	0	0%	
	Middle	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	District Wide	1	1%	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	4	3%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years employed	1 year	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	
	2-5 years	28	24%	0	0%	3	20%	3	17%	0	0%	14	24%	0	0%	0	0%	0	0%	
	6-9 years	26	22%	0	0%	6	40%	3	17%	0	0%	10	17%	0	0%	0	0%	0	0%	
	10-14 years	24	20%	0	0%	4	27%	1	6%	0	0%	14	24%	0	0%	0	0%	0	0%	
	15-19 years	31	26%	0	0%	1	7%	9	50%	0	0%	17	29%	0	0%	0	0%	0	0%	
	20-24 years	5	4%	0	0%	1	7%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%	
	25 or more	3	3%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years in district	1 year	31	26%	0	0%	1	7%	9	50%	0	0%	17	29%	0	0%	0	0%	0	0%	
	2-5 years	5	4%	0	0%	1	7%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%	
	6-9 years	3	3%	0	0%	0	0%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	15-19 years	3	3%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%	
	20-24 years	30	25%	0	0%	4	27%	3	17%	0	0%	15	26%	0	0%	0	0%	0	0%	
25 or more	23	19%	0	0%	5	33%	3	17%	0	0%	9	16%	0	0%	0	0%	0	0%		

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Education level	HS or GED	50	42%	0	0%	10	67%	12	67%	0	0%	20	34%	0	0%	0	0%	0	0%
	tech/vocational	8	7%	0	0%	1	7%	2	11%	0	0%	4	7%	0	0%	0	0%	0	0%
	some college	34	29%	0	0%	4	27%	1	6%	0	0%	20	34%	0	0%	0	0%	0	0%
	associate's	12	10%	0	0%	0	0%	1	6%	0	0%	7	12%	0	0%	0	0%	0	0%
	bachelor's	10	8%	0	0%	0	0%	1	6%	0	0%	6	10%	0	0%	0	0%	0	0%
	master's	4	3%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Additional jobs in district?	None	102	86%	0	0%	13	87%	17	94%	0	0%	51	88%	0	0%	0	0%	0	0%
	1	14	12%	0	0%	2	13%	1	6%	0	0%	5	9%	0	0%	0	0%	0	0%
	2	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	96	81%	0	0%	14	93%	15	83%	0	0%	46	79%	0	0%	0	0%	0	0%
	1	19	16%	0	0%	0	0%	2	11%	0	0%	11	19%	0	0%	0	0%	0	0%
	2	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	2%	0	0%	1	7%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	11-20 hours	7	6%	0	0%	1	7%	1	6%	0	0%	2	3%	0	0%	0	0%	0	0%
	21-30 hours	14	12%	0	0%	1	7%	3	17%	0	0%	4	7%	0	0%	0	0%	0	0%
	31-40 hours	78	66%	0	0%	9	60%	12	67%	0	0%	47	81%	0	0%	0	0%	0	0%
	over 40 hours	16	13%	0	0%	3	20%	1	6%	0	0%	4	7%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	89	75%	0	0%	7	47%	13	72%	0	0%	50	86%	0	0%	0	0%	0	0%
	No	24	20%	0	0%	8	53%	3	17%	0	0%	7	12%	0	0%	0	0%	0	0%
Gender	Female	101	85%	0	0%	6	40%	18	100%	0	0%	55	95%	0	0%	0	0%	0	0%
	Male	16	13%	0	0%	9	60%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	7	6%	0	0%	0	0%	0	0%	0	0%	5	9%	0	0%	0	0%	0	0%
	30-39	13	11%	0	0%	1	7%	1	6%	0	0%	4	7%	0	0%	0	0%	0	0%
	40-49	40	34%	0	0%	3	20%	5	28%	0	0%	25	43%	0	0%	0	0%	0	0%
	50-59	37	31%	0	0%	6	40%	8	44%	0	0%	15	26%	0	0%	0	0%	0	0%
	60-64	13	11%	0	0%	3	20%	2	11%	0	0%	7	12%	0	0%	0	0%	0	0%
	65 or older	7	6%	0	0%	2	13%	2	11%	0	0%	1	2%	0	0%	0	0%	0	0%

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Racial group	American Indian	3	3%	0	0%	0	0%	0	0%	0	0%	2	3%	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	1%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	113	97%	0	0%	14	93%	18	100%	0	0%	57	98%	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	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	21	18%	0	0%	4	27%	3	17%	0	0%	8	14%	0	0%	0	0%	0	0%
	No	98	82%	0	0%	11	73%	15	83%	0	0%	50	86%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	12	10%	0	0%	3	20%	2	11%	0	0%	4	7%	0	0%	0	0%	0	0%
	neither	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	unsatisfied/ very	3	3%	0	0%	1	7%	1	6%	0	0%	1	2%	0	0%	0	0%	0	0%
	not applicable	98	82%	0	0%	11	73%	15	83%	0	0%	50	86%	0	0%	0	0%	0	0%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	17	14%	0	0%	5	33%	3	17%	0	0%	6	10%	0	0%	0	0%	0	0%
	No	101	85%	0	0%	10	67%	15	83%	0	0%	52	90%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	2	2%	0	0%	0	0%	1	6%	0	0%	1	2%	0	0%	0	0%	0	0%
	1-4 hours	14	12%	0	0%	5	33%	2	11%	0	0%	4	7%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	101	85%	0	0%	10	67%	15	83%	0	0%	52	90%	0	0%	0	0%	0	0%
If so, compensated?	Yes	7	6%	0	0%	4	27%	2	11%	0	0%	1	2%	0	0%	0	0%	0	0%
	No	6	5%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	not applicable	101	85%	0	0%	10	67%	15	83%	0	0%	52	90%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	65	55%	0	0%	7	47%	11	61%	0	0%	34	59%	0	0%	0	0%	0	0%
	No	43	36%	0	0%	5	33%	4	22%	0	0%	22	38%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	21	18%	0	0%	3	20%	1	6%	0	0%	12	21%	0	0%	0	0%	0	0%
	1-10%	53	45%	0	0%	8	53%	13	72%	0	0%	18	31%	0	0%	0	0%	0	0%
	11-25%	23	19%	0	0%	2	13%	2	11%	0	0%	13	22%	0	0%	0	0%	0	0%
	26-50%	9	8%	0	0%	0	0%	1	6%	0	0%	7	12%	0	0%	0	0%	0	0%
	51-75%	4	3%	0	0%	0	0%	0	0%	0	0%	4	7%	0	0%	0	0%	0	0%
	over 75%	2	2%	0	0%	0	0%	0	0%	0	0%	2	3%	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	26	22%	0	0%	2	14%	7	39%	0	0%	11	20%	0	0%	0	0%	0	0%
	school district	84	72%	0	0%	11	79%	14	78%	0	0%	38	68%	0	0%	0	0%	0	0%
	college	15	13%	0	0%	0	0%	0	0%	0	0%	12	21%	0	0%	0	0%	0	0%
	KEA	3	3%	0	0%	0	0%	2	11%	0	0%	1	2%	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	8	7%	0	0%	2	14%	1	6%	0	0%	4	7%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	79	66%	0	0%	8	53%	14	78%	0	0%	37	64%	0	0%	0	0%	0	0%
	outside school district	12	10%	0	0%	1	7%	0	0%	0	0%	7	12%	0	0%	0	0%	0	0%
	both	26	22%	0	0%	5	33%	4	22%	0	0%	13	22%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	75	63%	0	0%	7	47%	13	72%	0	0%	42	72%	0	0%	0	0%	0	0%
	No	40	34%	0	0%	7	47%	4	22%	0	0%	15	26%	0	0%	0	0%	0	0%
How many days?	0 days	34	29%	0	0%	7	47%	2	11%	0	0%	12	21%	0	0%	0	0%	0	0%
	1-4 days	68	57%	0	0%	6	40%	12	67%	0	0%	39	67%	0	0%	0	0%	0	0%
	5-8 days	10	8%	0	0%	0	0%	2	11%	0	0%	4	7%	0	0%	0	0%	0	0%
	more than 8 days	2	2%	0	0%	1	7%	1	6%	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	
<b>Job Performance</b>																			
Regularly evaluated?	Yes	110	92%	0	0%	12	80%	18	100%	0	0%	52	90%	0	0%	0	0%	0	0%
	No	4	3%	0	0%	1	7%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
How often?	once/month	3	3%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	once/quarter	1	1%	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	110	92%	0	0%	13	87%	17	94%	0	0%	53	91%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	59	50%	0	0%	8	53%	18	100%	0	0%	18	31%	0	0%	0	0%	0	0%
	administrator	20	17%	0	0%	3	20%	0	0%	0	0%	11	19%	0	0%	0	0%	0	0%
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	combination of people	33	28%	0	0%	2	13%	0	0%	0	0%	25	43%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	100	84%	0	0%	11	73%	17	94%	0	0%	48	83%	0	0%	0	0%	0	0%
	neither	4	3%	0	0%	0	0%	1	6%	0	0%	3	5%	0	0%	0	0%	0	0%
	disagree/ strongly	10	8%	0	0%	2	13%	0	0%	0	0%	5	9%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	107	90%	0	0%	13	87%	18	100%	0	0%	51	88%	0	0%	0	0%	0	0%
	No	7	6%	0	0%	1	7%	0	0%	0	0%	4	7%	0	0%	0	0%	0	0%
Is it accurate?	Yes	93	78%	0	0%	12	80%	18	100%	0	0%	44	76%	0	0%	0	0%	0	0%
	No	18	15%	0	0%	2	13%	0	0%	0	0%	8	14%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	61	51%	0	0%	7	47%	7	39%	0	0%	26	45%	0	0%	0	0%	0	0%
	No	53	45%	0	0%	6	40%	11	61%	0	0%	29	50%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	39	33%	0	0%	4	27%	9	50%	0	0%	24	41%	0	0%	0	0%	0	0%
	1-10%	48	40%	0	0%	6	40%	5	28%	0	0%	20	34%	0	0%	0	0%	0	0%
	11-15%	11	9%	0	0%	1	7%	1	6%	0	0%	4	7%	0	0%	0	0%	0	0%
	16-25%	4	3%	0	0%	1	7%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	more than 25%	4	3%	0	0%	0	0%	1	6%	0	0%	1	2%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	96	81%	0	0%	11	73%	17	94%	0	0%	46	79%	0	0%	0	0%	0	0%
	neither	6	5%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	disagree/ strongly	14	12%	0	0%	3	20%	1	6%	0	0%	7	12%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	22	18%	0	0%	6	40%	3	17%	0	0%	11	19%	0	0%	0	0%	0	0%
	No	83	70%	0	0%	6	40%	15	83%	0	0%	41	71%	0	0%	0	0%	0	0%
Administer medications?	Yes	22	18%	0	0%	6	40%	3	17%	0	0%	11	19%	0	0%	0	0%	0	0%
	No	87	73%	0	0%	14	93%	17	94%	0	0%	42	72%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	28	24%	0	0%	0	0%	1	6%	0	0%	13	22%	0	0%	0	0%	0	0%
	No	3	3%	0	0%	0	0%	2	11%	0	0%	1	2%	0	0%	0	0%	0	0%
	not applicable	20	17%	0	0%	4	27%	3	17%	0	0%	7	12%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	75	63%	0	0%	10	67%	12	67%	0	0%	36	62%	0	0%	0	0%	0	0%
	No	40	34%	0	0%	3	20%	6	33%	0	0%	20	34%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	54	45%	0	0%	4	27%	5	28%	0	0%	36	62%	0	0%	0	0%	0	0%
	No	52	44%	0	0%	7	47%	11	61%	0	0%	19	33%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	31	26%	0	0%	0	0%	0	0%	0	0%	31	53%	0	0%	0	0%	0	0%
	No	25	21%	0	0%	0	0%	0	0%	0	0%	25	43%	0	0%	0	0%	0	0%
	not applicable	61	51%	0	0%	15	100%	18	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	13	11%	0	0%	0	0%	0	0%	0	0%	13	22%	0	0%	0	0%	0	0%
	2-3 times/week	6	5%	0	0%	0	0%	0	0%	0	0%	6	10%	0	0%	0	0%	0	0%
	4-5 times/week	4	3%	0	0%	0	0%	0	0%	0	0%	4	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	3	0%	0	0%	0	0%	0	0%	0	0%	3	0%	0	0%	0	0%	0	0%
	not applicable	86	72%	0	0%	15	100%	18	100%	0	0%	25	43%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	112	94%	0	0%	14	93%	18	100%	0	0%	52	90%	0	0%	0	0%	0	0%
	No	4	3%	0	0%	0	0%	0	0%	0	0%	4	7%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	90	76%	0	0%	11	73%	12	67%	0	0%	48	83%	0	0%	0	0%	0	0%
	No	24	20%	0	0%	2	13%	6	33%	0	0%	8	14%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	58	49%	0	0%	4	27%	10	56%	0	0%	30	52%	0	0%	0	0%	0	0%
	No	56	47%	0	0%	9	60%	8	44%	0	0%	26	45%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	14	12%	0	0%	2	13%	1	6%	0	0%	7	12%	0	0%	0	0%	0	0%
	No	101	85%	0	0%	11	73%	17	94%	0	0%	49	84%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	3%	0	0%	1	7%	1	6%	0	0%	2	3%	0	0%	0	0%	0	0%
	No	110	92%	0	0%	12	80%	17	94%	0	0%	53	91%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	104	87%	0	0%	11	73%	16	89%	0	0%	51	88%	0	0%	0	0%	0	0%
	neither	5	4%	0	0%	1	7%	1	6%	0	0%	2	3%	0	0%	0	0%	0	0%
	disagree/ strongly	7	6%	0	0%	2	13%	1	6%	0	0%	3	5%	0	0%	0	0%	0	0%

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