

2011 KEA ESP Survey Results: Hancock County

| | | District Overall | | Clerical/ Secretarial | | Custodial/ Maintenance | | Food Services | | Health/ Student Services | | Instructional Assistants | | Skilled Trades | | Technical Services | | Transportation | |
|------------------------|-------------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| Total Responses | | 22 | | 2 | | 3 | | 4 | | 1 | | 11 | | 0 | | 1 | | 0 | |
| Demographics | | | | | | | | | | | | | | | | | | | |
| Job category | Clerical | 2 | 9% | | | | | | | | | | | | | | | | |
| | Custodial | 3 | 14% | | | | | | | | | | | | | | | | |
| | Food Services | 4 | 18% | | | | | | | | | | | | | | | | |
| | Inst. Assts. | 11 | 50% | | | | | | | | | | | | | | | | |
| | Health/Student Services | 1 | 5% | | | | | | | | | | | | | | | | |
| | Skilled Trades | 0 | 0% | | | | | | | | | | | | | | | | |
| | Security Services | 0 | 0% | | | | | | | | | | | | | | | | |
| | Tech. Services | 1 | 5% | | | | | | | | | | | | | | | | |
| | Transportation | 0 | 0% | | | | | | | | | | | | | | | | |
| Work location | Elementary | 21 | 95% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Middle | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 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 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Other Dist. Site | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 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 | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 6 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 10-14 years | 5 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 15-19 years | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25 or more | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years in district | 1 year | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 2 | 9% | 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 | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 6 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25 or more | 3 | 14% | 0 | 0% | 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.

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| | | | | | | | | | | | | | | | | | | | |
| Education level | HS or GED | 9 | 41% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | tech/vocational | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | some college | 6 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | associate's | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | bachelor's | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 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 | 20 | 91% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 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 | 16 | 73% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 5 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2 | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 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 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 21-30 hours | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 31-40 hours | 18 | 82% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | over 40 hours | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Earn more than half household income? | Yes | 16 | 73% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 6 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| Gender | Female | 22 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Male | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Age | under 25 | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25-29 | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 30-39 | 6 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 40-49 | 4 | 18% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 50-59 | 8 | 36% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 60-64 | 2 | 9% | 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% |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | |

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

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|--|--------------------|------------------|------|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| Working Conditions | | | | | | | | | | | | | | | | | | | |
| Job description? | Yes | 22 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 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% |
| Is it accurate? | Yes | 19 | 86% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 82% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| Duties beyond primary ones? | Yes | 7 | 32% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 12 | 55% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| % beyond primary responsibilities | 0% | 10 | 45% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-10% | 4 | 18% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-15% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 16-25% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | more than 25% | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| Have adequate tools to do your job? | agree/strongly | 19 | 86% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| Employ monitors for every bus? | Yes | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 16 | 73% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| Administer medications? | Yes | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 19 | 86% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 73% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, properly trained? | Yes | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 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 | 5 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| Opportunity to give input into decision making for job category at the worksite or district level? | Yes | 14 | 64% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 6 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| Seniority recognized for awarding job positions? | Yes | 10 | 45% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 64% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 11 | 50% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |

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| | | | | | | | | | | | | | | | | | | | |
| Instructional Assistants expected to cover classes? | Yes | 5 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 45% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 6 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 11 | 50% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, how often? | once/week | 3 | 14% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 27% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-3 times/week | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 4-5 times/week | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 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 | 17 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| Work Environment | | | | | | | | | | | | | | | | | | | |
| Work in a safe environment? | Yes | 22 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 11 | 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 | 18 | 82% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| Trained on student discipline policies and processes? | Yes | 12 | 55% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 55% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 8 | 36% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 36% | 0 | 0% | 0 | 0% | 0 | 0% |
| Peer to peer bullying or harassment an issue? | Yes | 2 | 9% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 18% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 17 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 64% | 0 | 0% | 0 | 0% | 0 | 0% |
| Bullying or harassment by supervisor an issue? | Yes | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 20 | 91% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| Enjoy working in this school district? | agree/strongly | 21 | 95% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 91% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | disagree/ strongly | 1 | 5% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 9% | 0 | 0% | 0 | 0% | 0 | 0% |

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