

2011 KEA ESP Survey Results: Hardin County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		383		60		30		58		9		142		6		2		73	
Demographics																			
Job category	Clerical	60	16%																
	Custodial	30	8%																
	Food Services	58	15%																
	Inst. Assts.	142	37%																
	Health/Student Services	9	2%																
	Skilled Trades	6	2%																
	Security Services	0	0%																
	Tech. Services	2	1%																
	Transportation	73	19%																
Work location	Elementary	231	60%	27	45%	13	43%	35	60%	0	0%	131	92%	0	0%	0	0%	18	25%
	Middle	42	11%	11	18%	8	27%	11	19%	0	0%	8	6%	0	0%	0	0%	2	3%
	High School	39	10%	9	15%	7	23%	10	17%	0	0%	3	2%	0	0%	0	0%	7	10%
	District Wide	19	5%	8	13%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	7	10%
	Other Dist. Site	3	1%	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	42	11%	1	2%	1	3%	1	2%	0	0%	0	0%	0	0%	0	0%	36	49%
Years employed	1 year	18	5%	0	0%	1	3%	1	2%	0	0%	9	6%	0	0%	0	0%	6	8%
	2-5 years	96	25%	17	28%	4	13%	13	22%	0	0%	35	25%	0	0%	0	0%	22	30%
	6-9 years	63	16%	6	10%	6	20%	12	21%	0	0%	25	18%	0	0%	0	0%	11	15%
	10-14 years	70	18%	9	15%	7	23%	7	12%	0	0%	25	18%	0	0%	0	0%	17	23%
	15-19 years	58	15%	11	18%	3	10%	13	22%	0	0%	23	16%	0	0%	0	0%	7	10%
	20-24 years	45	12%	7	12%	5	17%	4	7%	0	0%	19	13%	0	0%	0	0%	6	8%
	25 or more	31	8%	9	15%	4	13%	8	14%	0	0%	6	4%	0	0%	0	0%	4	5%
Years in district	1 year	58	15%	11	18%	3	10%	13	22%	0	0%	23	16%	0	0%	0	0%	7	10%
	2-5 years	45	12%	7	12%	5	17%	4	7%	0	0%	19	13%	0	0%	0	0%	6	8%
	6-9 years	31	8%	9	15%	4	13%	8	14%	0	0%	6	4%	0	0%	0	0%	4	5%
	10-14 years	2	1%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	30	8%	2	3%	1	3%	2	3%	0	0%	16	11%	0	0%	0	0%	8	11%
	20-24 years	108	28%	17	28%	5	17%	16	28%	0	0%	37	26%	0	0%	0	0%	24	33%
	25 or more	58	15%	8	13%	6	20%	9	16%	0	0%	20	14%	0	0%	0	0%	10	14%

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Education level	HS or GED	160	42%	15	25%	18	60%	32	55%	0	0%	50	35%	0	0%	0	0%	41	56%
	tech/vocational	35	9%	7	12%	7	23%	3	5%	0	0%	8	6%	0	0%	0	0%	8	11%
	some college	88	23%	17	28%	5	17%	14	24%	0	0%	36	25%	0	0%	0	0%	14	19%
	associate's	49	13%	15	25%	0	0%	6	10%	0	0%	21	15%	0	0%	0	0%	4	5%
	bachelor's	38	10%	5	8%	0	0%	1	2%	0	0%	22	15%	0	0%	0	0%	4	5%
	master's	8	2%	1	2%	0	0%	0	0%	0	0%	4	3%	0	0%	0	0%	2	3%
Additional jobs in district?	None	344	90%	56	93%	25	83%	54	93%	0	0%	128	90%	0	0%	0	0%	64	88%
	1	32	8%	3	5%	4	13%	4	7%	0	0%	12	8%	0	0%	0	0%	7	10%
	2	5	1%	0	0%	1	3%	0	0%	0	0%	2	1%	0	0%	0	0%	2	3%
Additional jobs outside district?	None	282	74%	52	87%	16	53%	46	79%	0	0%	106	75%	0	0%	0	0%	50	68%
	1	81	21%	6	10%	10	33%	9	16%	0	0%	32	23%	0	0%	0	0%	18	25%
	2	12	3%	1	2%	1	3%	3	5%	0	0%	3	2%	0	0%	0	0%	4	5%
Hours worked per week	0-10 hours	9	2%	2	3%	0	0%	2	3%	0	0%	4	3%	0	0%	0	0%	1	1%
	11-20 hours	21	5%	1	2%	0	0%	1	2%	0	0%	11	8%	0	0%	0	0%	7	10%
	21-30 hours	76	20%	2	3%	0	0%	19	33%	0	0%	8	6%	0	0%	0	0%	46	63%
	31-40 hours	244	64%	49	82%	22	73%	31	53%	0	0%	109	77%	0	0%	0	0%	17	23%
	over 40 hours	29	8%	6	10%	8	27%	3	5%	0	0%	9	6%	0	0%	0	0%	2	3%
Earn more than half household income?	Yes	257	67%	49	82%	9	30%	40	69%	0	0%	110	77%	0	0%	0	0%	41	56%
	No	115	30%	11	18%	20	67%	18	31%	0	0%	28	20%	0	0%	0	0%	29	40%
Gender	Female	318	83%	59	98%	8	27%	56	97%	0	0%	135	95%	0	0%	0	0%	51	70%
	Male	56	15%	1	2%	21	70%	1	2%	0	0%	2	1%	0	0%	0	0%	22	30%
Age	under 25	6	2%	1	2%	0	0%	1	2%	0	0%	3	2%	0	0%	0	0%	1	1%
	25-29	12	3%	1	2%	3	10%	0	0%	0	0%	5	4%	0	0%	0	0%	1	1%
	30-39	52	14%	6	10%	4	13%	3	5%	0	0%	25	18%	0	0%	0	0%	10	14%
	40-49	116	30%	21	35%	7	23%	21	36%	0	0%	51	36%	0	0%	0	0%	13	18%
	50-59	138	36%	26	43%	14	47%	17	29%	0	0%	45	32%	0	0%	0	0%	29	40%
	60-64	43	11%	3	5%	1	3%	12	21%	0	0%	12	8%	0	0%	0	0%	13	18%
	65 or older	13	3%	2	3%	1	3%	3	5%	0	0%	1	1%	0	0%	0	0%	6	8%

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Working Conditions																			
Job description?	Yes	363	95%	55	92%	28	93%	55	95%	0	0%	134	94%	0	0%	0	0%	71	97%
	No	13	3%	3	5%	0	0%	1	2%	0	0%	7	5%	0	0%	0	0%	2	3%
Is it accurate?	Yes	293	77%	35	58%	26	87%	53	91%	0	0%	101	71%	0	0%	0	0%	61	84%
	No	74	19%	21	35%	4	13%	2	3%	0	0%	35	25%	0	0%	0	0%	9	12%
Duties beyond primary ones?	Yes	178	46%	42	70%	18	60%	23	40%	0	0%	63	44%	0	0%	0	0%	24	33%
	No	189	49%	16	27%	11	37%	29	50%	0	0%	75	53%	0	0%	0	0%	47	64%
% beyond primary responsibilities	0%	143	37%	7	12%	8	27%	22	38%	0	0%	64	45%	0	0%	0	0%	35	48%
	1-10%	141	37%	21	35%	11	37%	24	41%	0	0%	50	35%	0	0%	0	0%	26	36%
	11-15%	30	8%	8	13%	5	17%	3	5%	0	0%	10	7%	0	0%	0	0%	2	3%
	16-25%	23	6%	12	20%	0	0%	0	0%	0	0%	5	4%	0	0%	0	0%	6	8%
	more than 25%	20	5%	8	13%	3	10%	0	0%	0	0%	7	5%	0	0%	0	0%	2	3%
Have adequate tools to do your job?	agree/strongly	306	80%	51	85%	25	83%	50	86%	0	0%	108	76%	0	0%	0	0%	57	78%
	neither	39	10%	3	5%	3	10%	2	3%	0	0%	18	13%	0	0%	0	0%	9	12%
	disagree/ strongly	31	8%	4	7%	2	7%	4	7%	0	0%	14	10%	0	0%	0	0%	6	8%
Employ monitors for every bus?	Yes	49	13%	6	10%	10	33%	12	21%	0	0%	14	10%	0	0%	0	0%	6	8%
	No	268	70%	47	78%	14	47%	20	34%	0	0%	108	76%	0	0%	0	0%	66	90%
Administer medications?	Yes	49	13%	6	10%	10	33%	12	21%	0	0%	14	10%	0	0%	0	0%	6	8%
	No	279	73%	25	42%	26	87%	51	88%	0	0%	113	80%	0	0%	0	0%	46	63%
If so, properly trained?	Yes	85	22%	31	52%	0	0%	0	0%	0	0%	31	22%	0	0%	0	0%	20	27%
	No	8	2%	4	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	4%
	not applicable	84	22%	3	5%	11	37%	14	24%	0	0%	27	19%	0	0%	0	0%	24	33%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	220	57%	34	57%	11	37%	42	72%	0	0%	89	63%	0	0%	0	0%	29	40%
	No	139	36%	23	38%	16	53%	8	14%	0	0%	47	33%	0	0%	0	0%	41	56%
Seniority recognized for awarding job positions?	Yes	131	34%	19	32%	8	27%	23	40%	0	0%	52	37%	0	0%	0	0%	21	29%
	No	194	51%	30	50%	16	53%	18	31%	0	0%	72	51%	0	0%	0	0%	49	67%

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Instructional Assistants expected to cover classes?	Yes	40	10%	0	0%	0	0%	0	0%	0	0%	40	28%	0	0%	0	0%	0	0%
	No	97	25%	0	0%	0	0%	0	0%	0	0%	97	68%	0	0%	0	0%	0	0%
	not applicable	241	63%	60	100%	30	100%	58	100%	0	0%	0	0%	0	0%	0	0%	73	100%
If so, how often?	once/week	19	5%	0	0%	0	0%	0	0%	0	0%	19	13%	0	0%	0	0%	0	0%
	2-3 times/week	3	1%	0	0%	0	0%	0	0%	0	0%	3	2%	0	0%	0	0%	0	0%
	4-5 times/week	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	6-10 times/week	4	1%	0	0%	0	0%	0	0%	0	0%	4	3%	0	0%	0	0%	0	0%
	more than 10 times/week	5	1%	0	0%	0	0%	0	0%	0	0%	5	3%	0	0%	0	0%	0	0%
	not applicable	338	88%	60	100%	30	100%	58	100%	0	0%	97	68%	0	0%	0	0%	73	100%
Work Environment																			
Work in a safe environment?	Yes	351	92%	55	92%	27	90%	56	97%	0	0%	133	94%	0	0%	0	0%	61	84%
	No	25	7%	3	5%	3	10%	0	0%	0	0%	9	6%	0	0%	0	0%	9	12%
District's student discipline policy consistently followed?	Yes	251	66%	41	68%	21	70%	33	57%	0	0%	107	75%	0	0%	0	0%	38	52%
	No	91	24%	14	23%	4	13%	5	9%	0	0%	30	21%	0	0%	0	0%	32	44%
Trained on student discipline policies and processes?	Yes	159	42%	21	35%	5	17%	13	22%	0	0%	63	44%	0	0%	0	0%	52	71%
	No	186	49%	33	55%	18	60%	29	50%	0	0%	74	52%	0	0%	0	0%	19	26%
Peer to peer bullying or harassment an issue?	Yes	32	8%	9	15%	2	7%	5	9%	0	0%	5	4%	0	0%	0	0%	9	12%
	No	326	85%	47	78%	24	80%	41	71%	0	0%	133	94%	0	0%	0	0%	63	86%
Bullying or harassment by supervisor an issue?	Yes	12	3%	2	3%	0	0%	3	5%	0	0%	4	3%	0	0%	0	0%	3	4%
	No	349	91%	55	92%	25	83%	45	78%	0	0%	135	95%	0	0%	0	0%	69	95%
Enjoy working in this school district?	agree/strongly	326	85%	54	90%	27	90%	46	79%	0	0%	124	87%	0	0%	0	0%	58	79%
	neither	29	8%	1	2%	2	7%	4	7%	0	0%	9	6%	0	0%	0	0%	11	15%
	disagree/ strongly	19	5%	3	5%	1	3%	4	7%	0	0%	8	6%	0	0%	0	0%	2	3%

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