

2011 KEA ESP Survey Results: Harlan County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		26		2		2		4		1		16		0		0		1	
Demographics																			
Job category	Clerical	2	8%																
	Custodial	2	8%																
	Food Services	4	15%																
	Inst. Assts.	16	62%																
	Health/Student Services	1	4%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	1	4%																
Work location	Elementary	20	77%	0	0%	0	0%	0	0%	0	0%	11	69%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	5	19%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Years employed	1 year	3	12%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	2-5 years	6	23%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	6-9 years	4	15%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	10-14 years	4	15%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	15-19 years	4	15%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	20-24 years	2	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	25 or more	3	12%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	4	15%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	2-5 years	2	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	6-9 years	3	12%	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	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	20-24 years	8	31%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
25 or more	6	23%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%	

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

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	11	42%	0	0%	0	0%	0	0%	0	0%	5	31%	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	7	27%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	associate's	5	19%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	bachelor's	1	4%	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	18	69%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	1	3	12%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	2	4	15%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	25	96%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	1	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	8	31%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
	31-40 hours	15	58%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	over 40 hours	2	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	15	58%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	No	8	31%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Gender	Female	19	73%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	Male	5	19%	0	0%	0	0%	0	0%	0	0%	3	19%	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	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	5	19%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	40-49	8	31%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	50-59	8	31%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%
	60-64	2	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	2	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Harlan County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	1	4%	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	4%	0	0%	0	0%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%
	Caucasian	23	92%	0	0%	0	0%	0	0%	0	0%	14	93%	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	2	8%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	No	21	81%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	unsatisfied/ very	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	not applicable	21	81%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Harlan County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation			
Wages and Benefits																					
Required overtime?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	26	100%	0	0%	0	0%	0	0%	0	0%	16	100%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	26	100%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
	not applicable	26	100%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	14	54%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%	0	0%
	No	8	31%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	9	35%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%	0	0%
	1-10%	6	23%	0	0%	0	0%	0	0%	0	0%	4	25%	0	0%	0	0%	0	0%	0	0%
	11-25%	6	23%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%	0	0%
	26-50%	3	12%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
	51-75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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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2011 KEA ESP Survey Results: Harlan County

		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	3	12%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	school district	21	81%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	college	3	12%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	KEA	1	4%	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	2	8%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	16	62%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	outside school district	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	both	9	35%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	20	77%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	4	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	4	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	18	69%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	5-8 days	2	8%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	more than 8 days	2	8%	0	0%	0	0%	0	0%	0	0%	2	13%	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	25	96%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	No	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
How often?	once/month	2	8%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	once/quarter	3	12%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	every 6 months	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	once/year	19	73%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	17	65%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	administrator	7	27%	0	0%	0	0%	0	0%	0	0%	7	44%	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	1	4%	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	23	88%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	neither	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	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	
Working Conditions																			
Job description?	Yes	25	96%	0	0%	0	0%	0	0%	0	0%	15	94%	0	0%	0	0%	0	0%
	No	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Is it accurate?	Yes	23	88%	0	0%	0	0%	0	0%	0	0%	13	81%	0	0%	0	0%	0	0%
	No	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	12	46%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
	No	14	54%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	11	42%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
	1-10%	11	42%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	11-15%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	23	88%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	neither	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	1	4%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	5	19%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	No	20	77%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
Administer medications?	Yes	5	19%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	No	15	58%	0	0%	0	0%	0	0%	0	0%	8	50%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	11	42%	0	0%	0	0%	0	0%	0	0%	8	50%	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	4	15%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	18	69%	0	0%	0	0%	0	0%	0	0%	10	63%	0	0%	0	0%	0	0%
	No	7	27%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	21	81%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	No	2	8%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	7	27%	0	0%	0	0%	0	0%	0	0%	7	44%	0	0%	0	0%	0	0%
	No	9	35%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
	not applicable	10	38%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	3	12%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
	2-3 times/week	3	12%	0	0%	0	0%	0	0%	0	0%	3	19%	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	19	73%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	25	96%	0	0%	0	0%	0	0%	0	0%	16	100%	0	0%	0	0%	0	0%
	No	1	4%	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	69%	0	0%	0	0%	0	0%	0	0%	12	75%	0	0%	0	0%	0	0%
	No	5	19%	0	0%	0	0%	0	0%	0	0%	3	19%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	15	58%	0	0%	0	0%	0	0%	0	0%	11	69%	0	0%	0	0%	0	0%
	No	9	35%	0	0%	0	0%	0	0%	0	0%	5	31%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	7	27%	0	0%	0	0%	0	0%	0	0%	6	38%	0	0%	0	0%	0	0%
	No	16	62%	0	0%	0	0%	0	0%	0	0%	9	56%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	2	8%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%
	No	22	85%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	23	88%	0	0%	0	0%	0	0%	0	0%	14	88%	0	0%	0	0%	0	0%
	neither	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	2	8%	0	0%	0	0%	0	0%	0	0%	2	13%	0	0%	0	0%	0	0%

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