

2011 KEA ESP Survey Results: Hart County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		144		20		14		12		2		37		3		1		55	
Demographics																			
Job category	Clerical	20	14%																
	Custodial	14	10%																
	Food Services	12	8%																
	Inst. Assts.	37	26%																
	Health/Student Services	2	1%																
	Skilled Trades	3	2%																
	Security Services	0	0%																
	Tech. Services	1	1%																
	Transportation	55	38%																
Work location	Elementary	82	57%	7	35%	9	64%	12	100%	0	0%	27	73%	0	0%	0	0%	25	45%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	15	10%	4	20%	3	21%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	District Wide	19	13%	4	20%	1	7%	0	0%	0	0%	1	3%	0	0%	0	0%	13	24%
	Other Dist. Site	4	3%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	5%
	Combination	17	12%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	14	25%
Years employed	1 year	8	6%	0	0%	2	14%	0	0%	0	0%	1	3%	0	0%	0	0%	5	9%
	2-5 years	38	26%	3	15%	4	29%	3	25%	0	0%	11	30%	0	0%	0	0%	15	27%
	6-9 years	29	20%	3	15%	3	21%	2	17%	0	0%	4	11%	0	0%	0	0%	15	27%
	10-14 years	24	17%	3	15%	2	14%	4	33%	0	0%	6	16%	0	0%	0	0%	9	16%
	15-19 years	24	17%	5	25%	2	14%	3	25%	0	0%	6	16%	0	0%	0	0%	7	13%
	20-24 years	14	10%	3	15%	1	7%	0	0%	0	0%	8	22%	0	0%	0	0%	1	2%
	25 or more	6	4%	2	10%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	3	5%
Years in district	1 year	24	17%	5	25%	2	14%	3	25%	0	0%	6	16%	0	0%	0	0%	7	13%
	2-5 years	14	10%	3	15%	1	7%	0	0%	0	0%	8	22%	0	0%	0	0%	1	2%
	6-9 years	6	4%	2	10%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	3	5%
	10-14 years	1	1%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	12	8%	1	5%	3	21%	0	0%	0	0%	2	5%	0	0%	0	0%	6	11%
	20-24 years	37	26%	3	15%	3	21%	3	25%	0	0%	12	32%	0	0%	0	0%	14	25%
	25 or more	30	21%	2	10%	3	21%	2	17%	0	0%	6	16%	0	0%	0	0%	15	27%

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Education level	HS or GED	79	55%	6	30%	10	71%	10	83%	0	0%	19	51%	0	0%	0	0%	34	62%
	tech/vocational	17	12%	1	5%	1	7%	1	8%	0	0%	4	11%	0	0%	0	0%	9	16%
	some college	24	17%	8	40%	2	14%	1	8%	0	0%	6	16%	0	0%	0	0%	6	11%
	associate's	8	6%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	4	7%
	bachelor's	10	7%	4	20%	1	7%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	master's	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	121	84%	17	85%	10	71%	12	100%	0	0%	30	81%	0	0%	0	0%	47	85%
	1	19	13%	1	5%	4	29%	0	0%	0	0%	7	19%	0	0%	0	0%	6	11%
	2	3	2%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
Additional jobs outside district?	None	98	68%	16	80%	7	50%	10	83%	0	0%	29	78%	0	0%	0	0%	31	56%
	1	38	26%	2	10%	5	36%	2	17%	0	0%	6	16%	0	0%	0	0%	22	40%
	2	5	3%	1	5%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%
Hours worked per week	0-10 hours	4	3%	0	0%	0	0%	1	8%	0	0%	2	5%	0	0%	0	0%	1	2%
	11-20 hours	35	24%	0	0%	1	7%	1	8%	0	0%	0	0%	0	0%	0	0%	33	60%
	21-30 hours	18	13%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	11	20%
	31-40 hours	74	51%	17	85%	12	86%	10	83%	0	0%	26	70%	0	0%	0	0%	5	9%
	over 40 hours	12	8%	2	10%	1	7%	0	0%	0	0%	2	5%	0	0%	0	0%	5	9%
Earn more than half household income?	Yes	94	65%	12	60%	7	50%	9	75%	0	0%	32	86%	0	0%	0	0%	31	56%
	No	49	34%	7	35%	7	50%	3	25%	0	0%	5	14%	0	0%	0	0%	24	44%
Gender	Female	97	67%	18	90%	4	29%	12	100%	0	0%	36	97%	0	0%	0	0%	22	40%
	Male	46	32%	1	5%	10	71%	0	0%	0	0%	1	3%	0	0%	0	0%	33	60%
Age	under 25	3	2%	1	5%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	25-29	2	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	30-39	23	16%	1	5%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	12	22%
	40-49	34	24%	10	50%	6	43%	0	0%	0	0%	9	24%	0	0%	0	0%	8	15%
	50-59	50	35%	6	30%	8	57%	10	83%	0	0%	10	27%	0	0%	0	0%	14	25%
	60-64	20	14%	1	5%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	13	24%
	65 or older	11	8%	0	0%	0	0%	2	17%	0	0%	1	3%	0	0%	0	0%	8	15%

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Working Conditions																			
Job description?	Yes	138	96%	18	90%	14	100%	12	100%	0	0%	34	92%	0	0%	0	0%	54	98%
	No	4	3%	1	5%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	1	2%
Is it accurate?	Yes	131	91%	14	70%	14	100%	12	100%	0	0%	31	84%	0	0%	0	0%	54	98%
	No	11	8%	5	25%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	1	2%
Duties beyond primary ones?	Yes	52	36%	10	50%	6	43%	2	17%	0	0%	14	38%	0	0%	0	0%	16	29%
	No	90	63%	9	45%	8	57%	10	83%	0	0%	22	59%	0	0%	0	0%	39	71%
% beyond primary responsibilities	0%	80	56%	9	45%	8	57%	9	75%	0	0%	18	49%	0	0%	0	0%	34	62%
	1-10%	42	29%	5	25%	3	21%	1	8%	0	0%	13	35%	0	0%	0	0%	16	29%
	11-15%	12	8%	4	20%	2	14%	0	0%	0	0%	1	3%	0	0%	0	0%	5	9%
	16-25%	1	1%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	4	3%	0	0%	1	7%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	126	88%	17	85%	10	71%	10	83%	0	0%	30	81%	0	0%	0	0%	53	96%
	neither	5	3%	0	0%	1	7%	2	17%	0	0%	2	5%	0	0%	0	0%	0	0%
	disagree/ strongly	11	8%	2	10%	3	21%	0	0%	0	0%	4	11%	0	0%	0	0%	2	4%
Employ monitors for every bus?	Yes	16	11%	2	10%	4	29%	3	25%	0	0%	4	11%	0	0%	0	0%	1	2%
	No	116	81%	16	80%	9	64%	4	33%	0	0%	31	84%	0	0%	0	0%	53	96%
Administer medications?	Yes	16	11%	2	10%	4	29%	3	25%	0	0%	4	11%	0	0%	0	0%	1	2%
	No	110	76%	11	55%	13	93%	12	100%	0	0%	22	59%	0	0%	0	0%	46	84%
If so, properly trained?	Yes	39	27%	9	45%	1	7%	0	0%	0	0%	17	46%	0	0%	0	0%	12	22%
	No	16	11%	0	0%	5	36%	3	25%	0	0%	0	0%	0	0%	0	0%	7	13%
	not applicable	4	3%	0	0%	2	14%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	102	71%	13	65%	12	86%	8	67%	0	0%	25	68%	0	0%	0	0%	38	69%
	No	37	26%	6	30%	1	7%	3	25%	0	0%	10	27%	0	0%	0	0%	17	31%
Seniority recognized for awarding job positions?	Yes	98	68%	8	40%	7	50%	9	75%	0	0%	23	62%	0	0%	0	0%	48	87%
	No	39	27%	11	55%	4	29%	1	8%	0	0%	13	35%	0	0%	0	0%	7	13%

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Instructional Assistants expected to cover classes?	Yes	8	6%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	No	28	19%	0	0%	0	0%	0	0%	0	0%	28	76%	0	0%	0	0%	0	0%
	not applicable	107	74%	20	100%	14	100%	12	100%	0	0%	0	0%	0	0%	0	0%	55	100%
If so, how often?	once/week	6	4%	0	0%	0	0%	0	0%	0	0%	6	16%	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	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	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	not applicable	135	94%	20	100%	14	100%	12	100%	0	0%	28	76%	0	0%	0	0%	55	100%
Work Environment																			
Work in a safe environment?	Yes	138	96%	17	85%	13	93%	12	100%	0	0%	36	97%	0	0%	0	0%	54	98%
	No	4	3%	2	10%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%
District's student discipline policy consistently followed?	Yes	122	85%	17	85%	11	79%	7	58%	0	0%	33	89%	0	0%	0	0%	48	87%
	No	17	12%	2	10%	2	14%	3	25%	0	0%	3	8%	0	0%	0	0%	7	13%
Trained on student discipline policies and processes?	Yes	92	64%	9	45%	1	7%	0	0%	0	0%	28	76%	0	0%	0	0%	51	93%
	No	48	33%	10	50%	12	86%	11	92%	0	0%	8	22%	0	0%	0	0%	4	7%
Peer to peer bullying or harassment an issue?	Yes	16	11%	4	20%	1	7%	1	8%	0	0%	5	14%	0	0%	0	0%	4	7%
	No	125	87%	15	75%	12	86%	11	92%	0	0%	31	84%	0	0%	0	0%	51	93%
Bullying or harassment by supervisor an issue?	Yes	4	3%	0	0%	1	7%	0	0%	0	0%	2	5%	0	0%	0	0%	1	2%
	No	137	95%	19	95%	13	93%	11	92%	0	0%	34	92%	0	0%	0	0%	54	98%
Enjoy working in this school district?	agree/strongly	130	90%	16	80%	14	100%	12	100%	0	0%	32	86%	0	0%	0	0%	50	91%
	neither	8	6%	2	10%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	5	9%
	disagree/ strongly	4	3%	1	5%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%

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