

2011 KEA ESP Survey Results: Hazard Independent

| | | District Overall | | Clerical/ Secretarial | | Custodial/ Maintenance | | Food Services | | Health/ Student Services | | Instructional Assistants | | Skilled Trades | | Technical Services | | Transportation | |
|------------------------|-------------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| Total Responses | | 26 | | 1 | | 5 | | 3 | | 3 | | 10 | | 0 | | 0 | | 4 | |
| Demographics | | | | | | | | | | | | | | | | | | | |
| Job category | Clerical | 1 | 4% | | | | | | | | | | | | | | | | |
| | Custodial | 5 | 19% | | | | | | | | | | | | | | | | |
| | Food Services | 3 | 12% | | | | | | | | | | | | | | | | |
| | Inst. Assts. | 10 | 38% | | | | | | | | | | | | | | | | |
| | Health/Student Services | 3 | 12% | | | | | | | | | | | | | | | | |
| | Skilled Trades | 0 | 0% | | | | | | | | | | | | | | | | |
| | Security Services | 0 | 0% | | | | | | | | | | | | | | | | |
| | Tech. Services | 0 | 0% | | | | | | | | | | | | | | | | |
| | Transportation | 4 | 15% | | | | | | | | | | | | | | | | |
| Work location | Elementary | 8 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 60% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Middle | 11 | 42% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| | High School | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | District Wide | 2 | 8% | 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 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years employed | 1 year | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 11 | 42% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 70% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 10-14 years | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 15-19 years | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 25 or more | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| Years in district | 1 year | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-5 years | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 6-9 years | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 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 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 20-24 years | 13 | 50% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 70% | 0 | 0% | 0 | 0% | 0 | 0% |
| 25 or more | 1 | 4% | 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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|---------------------------------------|-----------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| | | | | | | | | | | | | | | | | | | | |
| Education level | HS or GED | 10 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| | tech/vocational | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | some college | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 30% | 0 | 0% | 0 | 0% | 0 | 0% |
| | associate's | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | bachelor's | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | master's | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| Additional jobs in district? | None | 16 | 62% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 6 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2 | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Additional jobs outside district? | None | 17 | 65% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 80% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1 | 7 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 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 | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 21-30 hours | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 31-40 hours | 18 | 69% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 80% | 0 | 0% | 0 | 0% | 0 | 0% |
| | over 40 hours | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| Earn more than half household income? | Yes | 17 | 65% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 9 | 35% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Gender | Female | 15 | 58% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 80% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Male | 10 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 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% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 30-39 | 9 | 35% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 50% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 40-49 | 7 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 30% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 50-59 | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 60-64 | 3 | 12% | 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% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
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|-------------------------------|----------------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| Racial group | American Indian | 0 | 0% | 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 | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | Caucasian | 22 | 85% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 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 | 6 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 20 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 0 | 0% | 0 | 0% | 0 | 0% |
| Satisfied with KEA? | satisfied/very | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 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% |
| | unsatisfied/ very | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 20 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 0 | 0% | 0 | 0% | 0 | 0% |
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|--|-------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|-----|----------------|----|--------------------|----|----------------|----|
| | | | | | | | | | | | | | | | | | | | |
| Wages and Benefits | | | | | | | | | | | | | | | | | | | |
| Required overtime? | Yes | 6 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 19 | 73% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 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% |
| | 1-4 hours | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 5-8 hours | 1 | 4% | 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 | 19 | 73% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, compensated? | Yes | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 19 | 73% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 0 | 0% | 0 | 0% | 0 | 0% |
| Benefits a main factor in employment? | Yes | 10 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 12 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 60% | 0 | 0% | 0 | 0% | 0 | 0% |
| % salary going toward health insurance | 0% | 8 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-10% | 12 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-25% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 26-50% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 51-75% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | over 75% | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
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| | | | | | | | | | | | | | | | | | | | | |
| Training and PD | | | | | | | | | | | | | | | | | | | | |
| Where received initial training? | department | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | school district | 15 | 58% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 60% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | college | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 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 | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | |
| From inside district, outside or both? | within school district | 7 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | outside school district | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | both | 14 | 54% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 50% | 0 | 0% | 0 | 0% | 0 | 0% | |
| Do you receive ongoing PD from District? | Yes | 17 | 65% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 70% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | No | 9 | 35% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 30% | 0 | 0% | 0 | 0% | 0 | 0% | |
| How many days? | 0 days | 6 | 23% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | 1-4 days | 13 | 50% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 50% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | 5-8 days | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% | |
| | more than 8 days | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | |
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| Job Performance | | | | | | | | | | | | | | | | | | | |
| Regularly evaluated? | Yes | 23 | 88% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| How often? | once/month | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| | once/quarter | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 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 | 17 | 65% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 60% | 0 | 0% | 0 | 0% | 0 | 0% |
| Who evaluates? | supervisor | 12 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| | administrator | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 30% | 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 | 7 | 27% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| My supervisor helps me be effective in my job. | agree/strongly | 22 | 85% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 9 | 90% | 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 | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
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|--|--------------------|------------------|------|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| Working Conditions | | | | | | | | | | | | | | | | | | | |
| Job description? | Yes | 26 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 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 | 21 | 81% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Duties beyond primary ones? | Yes | 15 | 58% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 11 | 42% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 6 | 60% | 0 | 0% | 0 | 0% | 0 | 0% |
| % beyond primary responsibilities | 0% | 8 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 1-10% | 12 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 50% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 11-15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 16-25% | 4 | 15% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | more than 25% | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 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% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | neither | 2 | 8% | 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% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Employ monitors for every bus? | Yes | 24 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 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% |
| Administer medications? | Yes | 24 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 15 | 58% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 70% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, properly trained? | Yes | 11 | 42% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 3 | 30% | 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 | 10 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |
| Opportunity to give input into decision making for job category at the worksite or district level? | Yes | 20 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 7 | 70% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| Seniority recognized for awarding job positions? | Yes | 12 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 5 | 50% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 10 | 38% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 40% | 0 | 0% | 0 | 0% | 0 | 0% |

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

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|---|-------------------------|------------------|-----|-----------------------|----|------------------------|----|---------------|----|--------------------------|----|--------------------------|------|----------------|----|--------------------|----|----------------|----|
| | | | | | | | | | | | | | | | | | | | |
| Instructional Assistants expected to cover classes? | Yes | 2 | 8% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 20% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 8 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 80% | 0 | 0% | 0 | 0% | 0 | 0% |
| | not applicable | 16 | 62% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| If so, how often? | once/week | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 0 | 0% | 0 | 0% | 0 | 0% |
| | 2-3 times/week | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 10% | 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 | 24 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 8 | 80% | 0 | 0% | 0 | 0% | 0 | 0% |
| Work Environment | | | | | | | | | | | | | | | | | | | |
| Work in a safe environment? | Yes | 25 | 96% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 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 | 22 | 85% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 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% |
| Trained on student discipline policies and processes? | Yes | 20 | 77% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 5 | 19% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Peer to peer bullying or harassment an issue? | Yes | 3 | 12% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 22 | 85% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Bullying or harassment by supervisor an issue? | Yes | 1 | 4% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| | No | 24 | 92% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Enjoy working in this school district? | agree/strongly | 23 | 88% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 10 | 100% | 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% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

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