

2011 KEA ESP Survey Results: Henderson County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		219		34		21		26		15		68		1		10		39	
Demographics																			
Job category	Clerical	34	16%																
	Custodial	21	10%																
	Food Services	26	12%																
	Inst. Assts.	68	31%																
	Health/Student Services	15	7%																
	Skilled Trades	1	0%																
	Security Services	1	0%																
	Tech. Services	10	5%																
	Transportation	39	18%																
Work location	Elementary	114	52%	13	38%	9	43%	21	81%	6	40%	49	72%	0	0%	4	40%	12	31%
	Middle	43	20%	9	26%	7	33%	5	19%	6	40%	12	18%	0	0%	2	20%	0	0%
	High School	15	7%	4	12%	4	19%	0	0%	1	7%	4	6%	0	0%	0	0%	0	0%
	District Wide	14	6%	5	15%	0	0%	0	0%	1	7%	1	1%	0	0%	3	30%	4	10%
	Other Dist. Site	3	1%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%
	Combination	21	10%	0	0%	1	5%	0	0%	1	7%	1	1%	0	0%	1	10%	16	41%
Years employed	1 year	16	7%	0	0%	1	5%	0	0%	4	27%	4	6%	0	0%	2	20%	5	13%
	2-5 years	69	32%	8	24%	11	52%	6	23%	6	40%	25	37%	0	0%	3	30%	8	21%
	6-9 years	38	17%	8	24%	4	19%	7	27%	1	7%	8	12%	0	0%	0	0%	8	21%
	10-14 years	41	19%	4	12%	2	10%	8	31%	2	13%	16	24%	0	0%	1	10%	7	18%
	15-19 years	25	11%	8	24%	1	5%	1	4%	1	7%	10	15%	0	0%	0	0%	4	10%
	20-24 years	20	9%	6	18%	1	5%	1	4%	1	7%	3	4%	0	0%	3	30%	5	13%
	25 or more	7	3%	0	0%	1	5%	2	8%	0	0%	2	3%	0	0%	1	10%	1	3%
Years in district	1 year	25	11%	8	24%	1	5%	1	4%	1	7%	10	15%	0	0%	0	0%	4	10%
	2-5 years	20	9%	6	18%	1	5%	1	4%	1	7%	3	4%	0	0%	3	30%	5	13%
	6-9 years	7	3%	0	0%	1	5%	2	8%	0	0%	2	3%	0	0%	1	10%	1	3%
	10-14 years	3	1%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	1	3%
	15-19 years	21	10%	0	0%	1	5%	1	4%	4	27%	6	9%	0	0%	2	20%	7	18%
	20-24 years	70	32%	8	24%	11	52%	7	27%	6	40%	23	34%	0	0%	3	30%	9	23%
	25 or more	40	18%	8	24%	3	14%	6	23%	1	7%	10	15%	0	0%	0	0%	10	26%

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Education level	HS or GED	73	33%	8	24%	12	57%	12	46%	4	27%	13	19%	0	0%	2	20%	19	49%
	tech/vocational	14	6%	1	3%	2	10%	2	8%	0	0%	3	4%	0	0%	1	10%	5	13%
	some college	74	34%	11	32%	7	33%	8	31%	1	7%	30	44%	0	0%	5	50%	11	28%
	associate's	34	16%	10	29%	0	0%	3	12%	3	20%	13	19%	0	0%	2	20%	2	5%
	bachelor's	15	7%	4	12%	0	0%	0	0%	4	27%	6	9%	0	0%	0	0%	1	3%
	master's	7	3%	0	0%	0	0%	0	0%	3	20%	2	3%	0	0%	0	0%	1	3%
Additional jobs in district?	None	177	81%	27	79%	19	90%	21	81%	13	87%	52	76%	0	0%	8	80%	33	85%
	1	33	15%	6	18%	1	5%	4	15%	2	13%	13	19%	0	0%	1	10%	4	10%
	2	5	2%	1	3%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	1	3%
Additional jobs outside district?	None	167	76%	29	85%	14	67%	21	81%	11	73%	53	78%	0	0%	7	70%	28	72%
	1	41	19%	4	12%	5	24%	4	15%	3	20%	13	19%	0	0%	3	30%	8	21%
	2	7	3%	0	0%	2	10%	1	4%	0	0%	2	3%	0	0%	0	0%	1	3%
Hours worked per week	0-10 hours	5	2%	0	0%	0	0%	5	19%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	17	8%	0	0%	0	0%	4	15%	4	27%	5	7%	0	0%	0	0%	4	10%
	21-30 hours	32	15%	1	3%	0	0%	6	23%	1	7%	7	10%	0	0%	1	10%	15	38%
	31-40 hours	131	60%	26	76%	14	67%	10	38%	9	60%	48	71%	0	0%	7	70%	14	36%
	over 40 hours	33	15%	7	21%	6	29%	1	4%	1	7%	8	12%	0	0%	2	20%	6	15%
Earn more than half household income?	Yes	154	70%	33	97%	7	33%	21	81%	12	80%	47	69%	0	0%	10	100%	20	51%
	No	58	26%	1	3%	12	57%	3	12%	3	20%	20	29%	0	0%	0	0%	17	44%
Gender	Female	170	78%	33	97%	6	29%	25	96%	14	93%	60	88%	0	0%	7	70%	24	62%
	Male	44	20%	0	0%	15	71%	0	0%	1	7%	6	9%	0	0%	3	30%	14	36%
Age	under 25	10	5%	0	0%	0	0%	0	0%	3	20%	7	10%	0	0%	0	0%	0	0%
	25-29	10	5%	0	0%	0	0%	0	0%	3	20%	6	9%	0	0%	1	10%	0	0%
	30-39	34	16%	7	21%	5	24%	4	15%	3	20%	10	15%	0	0%	3	30%	2	5%
	40-49	68	31%	12	35%	6	29%	9	35%	4	27%	23	34%	0	0%	3	30%	11	28%
	50-59	62	28%	11	32%	7	33%	7	27%	2	13%	16	24%	0	0%	2	20%	12	31%
	60-64	26	12%	4	12%	3	14%	4	15%	0	0%	5	7%	0	0%	1	10%	8	21%
	65 or older	9	4%	0	0%	0	0%	2	8%	0	0%	1	1%	0	0%	0	0%	6	15%

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Racial group	American Indian	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	5%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	26	12%	3	9%	3	14%	3	12%	0	0%	9	13%	0	0%	0	0%	4	10%
	Caucasian	192	88%	31	91%	18	86%	22	88%	15	100%	59	87%	0	0%	10	100%	35	90%
	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	87	40%	11	32%	11	52%	6	23%	4	27%	26	38%	0	0%	6	60%	21	54%
	No	124	57%	22	65%	9	43%	19	73%	11	73%	42	62%	0	0%	4	40%	15	38%
Satisfied with KEA?	satisfied/very	65	30%	9	26%	9	43%	5	19%	4	27%	21	31%	0	0%	4	40%	11	28%
	neither	14	6%	1	3%	2	10%	0	0%	0	0%	3	4%	0	0%	1	10%	6	15%
	unsatisfied/ very	8	4%	2	6%	0	0%	1	4%	0	0%	2	3%	0	0%	0	0%	2	5%
	not applicable	124	57%	22	65%	9	43%	19	73%	11	73%	42	62%	0	0%	4	40%	15	38%

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	33	15%	4	12%	6	29%	3	12%	3	20%	12	18%	0	0%	1	10%	1	3%
	No	185	84%	30	88%	15	71%	23	88%	12	80%	56	82%	0	0%	9	90%	38	97%
If so, how many hours?	0 hours	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	22	10%	4	12%	3	14%	3	12%	3	20%	8	12%	0	0%	0	0%	0	0%
	5-8 hours	7	3%	0	0%	2	10%	0	0%	0	0%	3	4%	0	0%	0	0%	1	3%
	more than 8 hours	3	1%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%
	not applicable	185	84%	30	88%	15	71%	23	88%	12	80%	56	82%	0	0%	9	90%	38	97%
If so, compensated?	Yes	15	7%	2	6%	6	29%	0	0%	1	7%	4	6%	0	0%	0	0%	1	3%
	No	18	8%	2	6%	0	0%	3	12%	2	13%	8	12%	0	0%	1	10%	0	0%
	not applicable	185	84%	30	88%	15	71%	23	88%	12	80%	56	82%	0	0%	9	90%	38	97%
Benefits a main factor in employment?	Yes	105	48%	15	44%	14	67%	11	42%	8	53%	30	44%	0	0%	7	70%	18	46%
	No	86	39%	17	50%	3	14%	11	42%	5	33%	33	49%	0	0%	3	30%	11	28%
% salary going toward health insurance	0%	60	27%	15	44%	4	19%	7	27%	4	27%	18	26%	0	0%	3	30%	9	23%
	1-10%	81	37%	9	26%	9	43%	12	46%	7	47%	23	34%	0	0%	2	20%	14	36%
	11-25%	41	19%	2	6%	6	29%	2	8%	2	13%	16	24%	0	0%	2	20%	10	26%
	26-50%	21	10%	4	12%	1	5%	1	4%	1	7%	9	13%	0	0%	2	20%	3	8%
	51-75%	5	2%	0	0%	0	0%	3	12%	0	0%	0	0%	0	0%	1	10%	1	3%
	over 75%	4	2%	0	0%	1	5%	1	4%	0	0%	1	1%	0	0%	0	0%	1	3%

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Training and PD																				
Where received initial training?	department	97	46%	23	72%	11	52%	10	40%	3	20%	25	38%	0	0%	3	30%	22	58%	
	school district	108	51%	10	31%	7	33%	14	56%	8	53%	39	59%	0	0%	7	70%	19	50%	
	college	32	15%	2	6%	2	10%	0	0%	8	53%	18	27%	0	0%	1	10%	1	3%	
	KEA	3	1%	0	0%	0	0%	1	4%	1	7%	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	23	11%	4	13%	5	24%	1	4%	2	13%	4	6%	0	0%	2	20%	4	11%	
From inside district, outside or both?	within school district	139	63%	22	65%	11	52%	21	81%	7	47%	41	60%	0	0%	6	60%	28	72%	
	outside school district	22	10%	2	6%	2	10%	0	0%	6	40%	8	12%	0	0%	1	10%	0	0%	
	both	53	24%	8	24%	7	33%	4	15%	2	13%	18	26%	0	0%	3	30%	11	28%	
Do you receive ongoing PD from District?	Yes	116	53%	6	18%	3	14%	16	62%	10	67%	43	63%	0	0%	2	20%	31	79%	
	No	93	42%	25	74%	18	86%	8	31%	5	33%	23	34%	0	0%	8	80%	5	13%	
How many days?	0 days	83	38%	25	74%	14	67%	8	31%	5	33%	18	26%	0	0%	8	80%	4	10%	
	1-4 days	91	42%	6	18%	2	10%	14	54%	7	47%	36	53%	0	0%	2	20%	20	51%	
	5-8 days	23	11%	0	0%	1	5%	2	8%	2	13%	9	13%	0	0%	0	0%	9	23%	
	more than 8 days	6	3%	0	0%	1	5%	1	4%	1	7%	1	1%	0	0%	0	0%	2	5%	

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Job Performance																			
Regularly evaluated?	Yes	206	94%	33	97%	19	90%	24	92%	15	100%	64	94%	0	0%	10	100%	35	90%
	No	10	5%	0	0%	1	5%	2	8%	0	0%	4	6%	0	0%	0	0%	3	8%
How often?	once/month	15	7%	0	0%	4	19%	3	12%	3	20%	4	6%	0	0%	0	0%	1	3%
	once/quarter	3	1%	0	0%	1	5%	1	4%	0	0%	1	1%	0	0%	0	0%	0	0%
	every 6 months	4	2%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	1	10%	1	3%
	once/year	192	88%	34	100%	15	71%	21	81%	12	80%	60	88%	0	0%	9	90%	35	90%
Who evaluates?	supervisor	130	59%	16	47%	15	71%	23	88%	9	60%	28	41%	0	0%	5	50%	29	74%
	administrator	53	24%	15	44%	2	10%	0	0%	5	33%	19	28%	0	0%	5	50%	6	15%
	colleagues	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	combination of people	26	12%	1	3%	3	14%	2	8%	1	7%	17	25%	0	0%	0	0%	2	5%
My supervisor helps me be effective in my job.	agree/strongly	159	73%	22	65%	16	76%	23	88%	9	60%	53	78%	0	0%	8	80%	24	62%
	neither	39	18%	9	26%	3	14%	2	8%	3	20%	6	9%	0	0%	1	10%	13	33%
	disagree/ strongly	17	8%	3	9%	1	5%	1	4%	3	20%	7	10%	0	0%	1	10%	1	3%

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Working Conditions																			
Job description?	Yes	211	96%	31	91%	20	95%	26	100%	15	100%	66	97%	0	0%	8	80%	39	100%
	No	8	4%	3	9%	1	5%	0	0%	0	0%	2	3%	0	0%	2	20%	0	0%
Is it accurate?	Yes	151	69%	15	44%	17	81%	22	85%	10	67%	47	69%	0	0%	4	40%	30	77%
	No	62	28%	18	53%	4	19%	3	12%	5	33%	18	26%	0	0%	6	60%	8	21%
Duties beyond primary ones?	Yes	143	65%	30	88%	18	86%	14	54%	9	60%	44	65%	0	0%	6	60%	18	46%
	No	73	33%	4	12%	3	14%	12	46%	6	40%	22	32%	0	0%	4	40%	20	51%
% beyond primary responsibilities	0%	56	26%	3	9%	0	0%	10	38%	6	40%	17	25%	0	0%	2	20%	18	46%
	1-10%	90	41%	10	29%	11	52%	11	42%	5	33%	31	46%	0	0%	5	50%	14	36%
	11-15%	21	10%	5	15%	4	19%	1	4%	4	27%	5	7%	0	0%	0	0%	2	5%
	16-25%	19	9%	5	15%	5	24%	1	4%	0	0%	6	9%	0	0%	1	10%	1	3%
	more than 25%	25	11%	10	29%	1	5%	1	4%	0	0%	5	7%	0	0%	2	20%	3	8%
Have adequate tools to do your job?	agree/strongly	168	77%	31	91%	18	86%	21	81%	10	67%	50	74%	0	0%	6	60%	28	72%
	neither	19	9%	0	0%	0	0%	0	0%	3	20%	8	12%	0	0%	1	10%	5	13%
	disagree/ strongly	30	14%	3	9%	3	14%	5	19%	2	13%	9	13%	0	0%	3	30%	5	13%
Employ monitors for every bus?	Yes	40	18%	3	9%	8	38%	6	23%	2	13%	15	22%	0	0%	2	20%	2	5%
	No	161	74%	26	76%	10	48%	13	50%	13	87%	53	78%	0	0%	8	80%	34	87%
Administer medications?	Yes	40	18%	3	9%	8	38%	6	23%	2	13%	15	22%	0	0%	2	20%	2	5%
	No	176	80%	26	76%	20	95%	26	100%	8	53%	53	78%	0	0%	9	90%	29	74%
If so, properly trained?	Yes	39	18%	8	24%	1	5%	0	0%	7	47%	14	21%	0	0%	1	10%	7	18%
	No	8	4%	0	0%	1	5%	3	12%	0	0%	2	3%	0	0%	1	10%	1	3%
	not applicable	57	26%	6	18%	7	33%	8	31%	2	13%	20	29%	0	0%	1	10%	9	23%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	122	56%	13	38%	12	57%	16	62%	9	60%	44	65%	0	0%	8	80%	17	44%
	No	91	42%	20	59%	7	33%	10	38%	6	40%	24	35%	0	0%	2	20%	19	49%
Seniority recognized for awarding job positions?	Yes	83	38%	6	18%	7	33%	10	38%	5	33%	32	47%	0	0%	3	30%	17	44%
	No	120	55%	26	76%	13	62%	15	58%	9	60%	29	43%	0	0%	7	70%	18	46%

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Instructional Assistants expected to cover classes?	Yes	28	13%	0	0%	0	0%	0	0%	0	0%	28	41%	0	0%	0	0%	0	0%
	No	34	16%	0	0%	0	0%	0	0%	0	0%	34	50%	0	0%	0	0%	0	0%
	not applicable	151	69%	34	100%	21	100%	26	100%	15	100%	0	0%	0	0%	10	100%	39	100%
If so, how often?	once/week	14	6%	0	0%	0	0%	0	0%	0	0%	14	21%	0	0%	0	0%	0	0%
	2-3 times/week	5	2%	0	0%	0	0%	0	0%	0	0%	5	7%	0	0%	0	0%	0	0%
	4-5 times/week	3	1%	0	0%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	6-10 times/week	1	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	more than 10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	1%	0	0%	0	0%	0	0%
	not applicable	185	84%	34	100%	21	100%	26	100%	15	100%	34	50%	0	0%	10	100%	39	100%
Work Environment																			
Work in a safe environment?	Yes	203	93%	31	91%	20	95%	24	92%	15	100%	63	93%	0	0%	10	100%	34	87%
	No	14	6%	3	9%	1	5%	1	4%	0	0%	5	7%	0	0%	0	0%	4	10%
District's student discipline policy consistently followed?	Yes	137	63%	18	53%	14	67%	21	81%	10	67%	50	74%	0	0%	4	40%	16	41%
	No	76	35%	14	41%	6	29%	5	19%	5	33%	17	25%	0	0%	6	60%	21	54%
Trained on student discipline policies and processes?	Yes	124	57%	16	47%	4	19%	12	46%	9	60%	41	60%	0	0%	3	30%	36	92%
	No	94	43%	17	50%	17	81%	14	54%	6	40%	27	40%	0	0%	7	70%	3	8%
Peer to peer bullying or harassment an issue?	Yes	47	21%	11	32%	1	5%	2	8%	4	27%	14	21%	0	0%	1	10%	13	33%
	No	170	78%	22	65%	20	95%	24	92%	11	73%	53	78%	0	0%	9	90%	26	67%
Bullying or harassment by supervisor an issue?	Yes	13	6%	4	12%	0	0%	1	4%	0	0%	0	0%	0	0%	1	10%	5	13%
	No	206	94%	30	88%	21	100%	25	96%	15	100%	68	100%	0	0%	9	90%	34	87%
Enjoy working in this school district?	agree/strongly	184	84%	26	76%	18	86%	26	100%	13	87%	58	85%	0	0%	8	80%	30	77%
	neither	23	11%	6	18%	1	5%	0	0%	2	13%	4	6%	0	0%	1	10%	8	21%
	disagree/ strongly	11	5%	2	6%	2	10%	0	0%	0	0%	5	7%	0	0%	1	10%	1	3%

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