

2011 KEA ESP Survey Results: Hickman County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		20		3		3		5		0		8		0		0		1	
Demographics																			
Job category	Clerical	3	15%																
	Custodial	3	15%																
	Food Services	5	25%																
	Inst. Assts.	8	40%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	1	5%																
Work location	Elementary	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Middle	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	3	15%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	8	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	10-14 years	4	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25 or more	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-9 years	2	10%	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	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	8	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
25 or more	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	

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Education level	HS or GED	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	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	11	55%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	associate's	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	bachelor's	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	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	16	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	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%
Additional jobs outside district?	None	15	75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	15	75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 40 hours	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	12	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	8	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Gender	Female	17	85%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Male	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	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	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	40-49	5	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	50-59	11	55%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	60-64	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	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	
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	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	17	85%	0	0%	0	0%	0	0%	0	0%	0	0%	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	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	18	90%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	18	90%	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: Hickman 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	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	18	90%	0	0%	0	0%	0	0%	0	0%	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%
	1-4 hours	2	10%	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%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	18	90%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, compensated?	Yes	2	10%	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%
	not applicable	18	90%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	14	70%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	8	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-25%	5	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	26-50%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	51-75%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	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	
Training and PD																			
Where received initial training?	department	9	45%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	school district	16	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	college	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	KEA	1	5%	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	1	5%	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	12	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	outside school district	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	both	7	35%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	12	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	8	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	8	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	12	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 days	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 days	0	0%	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	19	95%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	12	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	administrator	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	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	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	13	65%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	4	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	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	17	85%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	15	75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-10%	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-15%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	15	75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	11	55%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Administer medications?	Yes	11	55%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	14	70%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	5	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	15	75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	4	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	12	60%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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%	0	0%
	4-5 times/week	1	5%	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%	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%	0	0%
	not applicable	16	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Work Environment																					
Work in a safe environment?	Yes	20	100%	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%
District's student discipline policy consistently followed?	Yes	11	55%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	8	40%	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	6	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	12	60%	0	0%	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	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	17	85%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	16	80%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	19	95%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	neither	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	0	0%	0	0%	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.