

2011 KEA ESP Survey Results: Hopkins County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		111		17		10		10		1		55		0		0		18	
Demographics																			
Job category	Clerical	17	15%																
	Custodial	10	9%																
	Food Services	10	9%																
	Inst. Assts.	55	50%																
	Health/Student Services	1	1%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	18	16%																
Work location	Elementary	58	52%	7	41%	2	20%	10	100%	0	0%	38	69%	0	0%	0	0%	1	6%
	Middle	16	14%	3	18%	3	30%	0	0%	0	0%	8	15%	0	0%	0	0%	1	6%
	High School	17	15%	4	24%	5	50%	0	0%	0	0%	8	15%	0	0%	0	0%	0	0%
	District Wide	3	3%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%
	Other Dist. Site	2	2%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	Combination	13	12%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	12	67%
Years employed	1 year	3	3%	0	0%	1	10%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	2-5 years	30	27%	2	12%	4	40%	3	30%	0	0%	14	25%	0	0%	0	0%	7	39%
	6-9 years	20	18%	2	12%	3	30%	2	20%	0	0%	12	22%	0	0%	0	0%	1	6%
	10-14 years	25	23%	3	18%	2	20%	1	10%	0	0%	14	25%	0	0%	0	0%	4	22%
	15-19 years	16	14%	3	18%	0	0%	4	40%	0	0%	7	13%	0	0%	0	0%	2	11%
	20-24 years	12	11%	6	35%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	3	17%
	25 or more	5	5%	1	6%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	1	6%
Years in district	1 year	16	14%	3	18%	0	0%	4	40%	0	0%	7	13%	0	0%	0	0%	2	11%
	2-5 years	12	11%	6	35%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	3	17%
	6-9 years	5	5%	1	6%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	1	6%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	6	5%	0	0%	1	10%	1	10%	0	0%	4	7%	0	0%	0	0%	0	0%
	20-24 years	27	24%	2	12%	4	40%	2	20%	0	0%	12	22%	0	0%	0	0%	7	39%
25 or more	25	23%	2	12%	3	30%	4	40%	0	0%	15	27%	0	0%	0	0%	1	6%	

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Education level	HS or GED	60	54%	7	41%	6	60%	9	90%	0	0%	29	53%	0	0%	0	0%	9	50%
	tech/vocational	3	3%	1	6%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	6%
	some college	22	20%	5	29%	3	30%	0	0%	0	0%	8	15%	0	0%	0	0%	5	28%
	associate's	16	14%	3	18%	1	10%	0	0%	0	0%	10	18%	0	0%	0	0%	2	11%
	bachelor's	7	6%	1	6%	0	0%	0	0%	0	0%	6	11%	0	0%	0	0%	0	0%
	master's	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	6%
Additional jobs in district?	None	92	83%	17	100%	6	60%	10	100%	0	0%	45	82%	0	0%	0	0%	13	72%
	1	16	14%	0	0%	4	40%	0	0%	0	0%	10	18%	0	0%	0	0%	2	11%
	2	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	11%
Additional jobs outside district?	None	81	73%	14	82%	7	70%	9	90%	0	0%	41	75%	0	0%	0	0%	9	50%
	1	25	23%	3	18%	2	20%	1	10%	0	0%	12	22%	0	0%	0	0%	7	39%
	2	3	3%	0	0%	1	10%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	4	4%	0	0%	1	10%	1	10%	0	0%	1	2%	0	0%	0	0%	1	6%
	11-20 hours	3	3%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	2	11%
	21-30 hours	11	10%	0	0%	0	0%	4	40%	0	0%	1	2%	0	0%	0	0%	6	33%
	31-40 hours	83	75%	16	94%	6	60%	5	50%	0	0%	49	89%	0	0%	0	0%	6	33%
	over 40 hours	9	8%	1	6%	3	30%	0	0%	0	0%	3	5%	0	0%	0	0%	2	11%
Earn more than half household income?	Yes	80	72%	11	65%	4	40%	8	80%	0	0%	46	84%	0	0%	0	0%	10	56%
	No	30	27%	6	35%	6	60%	2	20%	0	0%	8	15%	0	0%	0	0%	8	44%
Gender	Female	97	87%	17	100%	5	50%	10	100%	0	0%	51	93%	0	0%	0	0%	13	72%
	Male	14	13%	0	0%	5	50%	0	0%	0	0%	4	7%	0	0%	0	0%	5	28%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	25-29	5	5%	0	0%	1	10%	0	0%	0	0%	3	5%	0	0%	0	0%	1	6%
	30-39	18	16%	1	6%	3	30%	1	10%	0	0%	12	22%	0	0%	0	0%	1	6%
	40-49	37	33%	7	41%	4	40%	3	30%	0	0%	20	36%	0	0%	0	0%	3	17%
	50-59	32	29%	8	47%	1	10%	3	30%	0	0%	13	24%	0	0%	0	0%	6	33%
	60-64	12	11%	1	6%	1	10%	2	20%	0	0%	5	9%	0	0%	0	0%	3	17%
	65 or older	4	4%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	3	17%

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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	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	6%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	6	5%	1	6%	2	20%	0	0%	0	0%	2	4%	0	0%	0	0%	1	6%
	Caucasian	102	92%	16	94%	7	70%	10	100%	0	0%	52	95%	0	0%	0	0%	16	89%
	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	44	40%	3	18%	3	30%	1	10%	0	0%	22	40%	0	0%	0	0%	14	78%
	No	65	59%	13	76%	7	70%	9	90%	0	0%	32	58%	0	0%	0	0%	4	22%
Satisfied with KEA?	satisfied/very	24	22%	1	6%	3	30%	0	0%	0	0%	12	22%	0	0%	0	0%	7	39%
	neither	9	8%	1	6%	0	0%	0	0%	0	0%	4	7%	0	0%	0	0%	4	22%
	unsatisfied/ very	9	8%	1	6%	0	0%	0	0%	0	0%	5	9%	0	0%	0	0%	3	17%
	not applicable	65	59%	13	76%	7	70%	9	90%	0	0%	32	58%	0	0%	0	0%	4	22%

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Wages and Benefits																			
Required overtime?	Yes	9	8%	0	0%	4	40%	0	0%	0	0%	4	7%	0	0%	0	0%	1	6%
	No	101	91%	17	100%	6	60%	10	100%	0	0%	50	91%	0	0%	0	0%	17	94%
If so, how many hours?	0 hours	4	4%	0	0%	2	20%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
	1-4 hours	5	5%	0	0%	2	20%	0	0%	0	0%	3	5%	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	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	not applicable	101	91%	17	100%	6	60%	10	100%	0	0%	50	91%	0	0%	0	0%	17	94%
If so, compensated?	Yes	4	4%	0	0%	4	40%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	3%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	not applicable	101	91%	17	100%	6	60%	10	100%	0	0%	50	91%	0	0%	0	0%	17	94%
Benefits a main factor in employment?	Yes	73	66%	8	47%	9	90%	4	40%	0	0%	40	73%	0	0%	0	0%	12	67%
	No	27	24%	8	47%	0	0%	5	50%	0	0%	11	20%	0	0%	0	0%	2	11%
% salary going toward health insurance	0%	24	22%	5	29%	0	0%	4	40%	0	0%	13	24%	0	0%	0	0%	1	6%
	1-10%	38	34%	6	35%	3	30%	4	40%	0	0%	18	33%	0	0%	0	0%	7	39%
	11-25%	32	29%	3	18%	6	60%	1	10%	0	0%	17	31%	0	0%	0	0%	5	28%
	26-50%	6	5%	1	6%	1	10%	1	10%	0	0%	2	4%	0	0%	0	0%	1	6%
	51-75%	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	6%
	over 75%	0	0%	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	46	43%	7	47%	2	20%	3	30%	0	0%	25	47%	0	0%	0	0%	8	44%
	school district	73	68%	9	60%	6	60%	7	70%	0	0%	38	72%	0	0%	0	0%	12	67%
	college	7	7%	0	0%	1	10%	0	0%	0	0%	6	11%	0	0%	0	0%	0	0%
	KEA	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	NEA	2	2%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	1	6%
	other professional organization	5	5%	1	7%	3	30%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	90	81%	12	71%	5	50%	10	100%	0	0%	46	84%	0	0%	0	0%	16	89%
	outside school district	7	6%	2	12%	1	10%	0	0%	0	0%	3	5%	0	0%	0	0%	1	6%
	both	10	9%	1	6%	4	40%	0	0%	0	0%	4	7%	0	0%	0	0%	1	6%
Do you receive ongoing PD from District?	Yes	79	71%	6	35%	8	80%	7	70%	0	0%	46	84%	0	0%	0	0%	11	61%
	No	24	22%	8	47%	2	20%	1	10%	0	0%	8	15%	0	0%	0	0%	5	28%
How many days?	0 days	20	18%	7	41%	2	20%	1	10%	0	0%	9	16%	0	0%	0	0%	1	6%
	1-4 days	72	65%	7	41%	8	80%	6	60%	0	0%	45	82%	0	0%	0	0%	5	28%
	5-8 days	11	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	61%
	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	104	94%	15	88%	9	90%	10	100%	0	0%	51	93%	0	0%	0	0%	18	100%
	No	3	3%	0	0%	1	10%	0	0%	0	0%	2	4%	0	0%	0	0%	0	0%
How often?	once/month	1	1%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	3	3%	0	0%	0	0%	0	0%	0	0%	2	4%	0	0%	0	0%	1	6%
	every 6 months	10	9%	1	6%	1	10%	0	0%	0	0%	7	13%	0	0%	0	0%	1	6%
	once/year	93	84%	13	76%	9	90%	10	100%	0	0%	44	80%	0	0%	0	0%	16	89%
Who evaluates?	supervisor	42	38%	4	24%	2	20%	10	100%	0	0%	17	31%	0	0%	0	0%	9	50%
	administrator	48	43%	10	59%	8	80%	0	0%	0	0%	28	51%	0	0%	0	0%	2	11%
	colleagues	3	3%	1	6%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	6%
	combination of people	12	11%	0	0%	0	0%	0	0%	0	0%	6	11%	0	0%	0	0%	6	33%
My supervisor helps me be effective in my job.	agree/strongly	79	71%	13	76%	6	60%	10	100%	0	0%	35	64%	0	0%	0	0%	14	78%
	neither	16	14%	2	12%	1	10%	0	0%	0	0%	10	18%	0	0%	0	0%	3	17%
	disagree/ strongly	13	12%	1	6%	3	30%	0	0%	0	0%	8	15%	0	0%	0	0%	1	6%

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Working Conditions																			
Job description?	Yes	99	89%	15	88%	9	90%	10	100%	0	0%	48	87%	0	0%	0	0%	16	89%
	No	9	8%	1	6%	1	10%	0	0%	0	0%	5	9%	0	0%	0	0%	2	11%
Is it accurate?	Yes	73	66%	12	71%	7	70%	9	90%	0	0%	31	56%	0	0%	0	0%	13	72%
	No	29	26%	2	12%	2	20%	1	10%	0	0%	20	36%	0	0%	0	0%	4	22%
Duties beyond primary ones?	Yes	66	59%	7	41%	7	70%	6	60%	0	0%	34	62%	0	0%	0	0%	11	61%
	No	41	37%	8	47%	3	30%	4	40%	0	0%	19	35%	0	0%	0	0%	7	39%
% beyond primary responsibilities	0%	30	27%	5	29%	2	20%	4	40%	0	0%	14	25%	0	0%	0	0%	5	28%
	1-10%	43	39%	5	29%	7	70%	0	0%	0	0%	23	42%	0	0%	0	0%	7	39%
	11-15%	14	13%	3	18%	1	10%	0	0%	0	0%	8	15%	0	0%	0	0%	2	11%
	16-25%	9	8%	0	0%	0	0%	3	30%	0	0%	3	5%	0	0%	0	0%	3	17%
	more than 25%	7	6%	1	6%	0	0%	2	20%	0	0%	3	5%	0	0%	0	0%	1	6%
Have adequate tools to do your job?	agree/strongly	72	65%	13	76%	4	40%	8	80%	0	0%	34	62%	0	0%	0	0%	12	67%
	neither	16	14%	2	12%	2	20%	1	10%	0	0%	7	13%	0	0%	0	0%	4	22%
	disagree/ strongly	19	17%	1	6%	4	40%	1	10%	0	0%	12	22%	0	0%	0	0%	1	6%
Employ monitors for every bus?	Yes	17	15%	2	12%	4	40%	0	0%	0	0%	10	18%	0	0%	0	0%	1	6%
	No	75	68%	12	71%	5	50%	1	10%	0	0%	39	71%	0	0%	0	0%	17	94%
Administer medications?	Yes	17	15%	2	12%	4	40%	0	0%	0	0%	10	18%	0	0%	0	0%	1	6%
	No	78	70%	7	41%	9	90%	10	100%	0	0%	34	62%	0	0%	0	0%	17	94%
If so, properly trained?	Yes	29	26%	9	53%	0	0%	0	0%	0	0%	19	35%	0	0%	0	0%	1	6%
	No	4	4%	2	12%	1	10%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	not applicable	25	23%	0	0%	4	40%	3	30%	0	0%	13	24%	0	0%	0	0%	4	22%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	48	43%	10	59%	4	40%	2	20%	0	0%	23	42%	0	0%	0	0%	8	44%
	No	54	49%	6	35%	6	60%	3	30%	0	0%	30	55%	0	0%	0	0%	9	50%
Seniority recognized for awarding job positions?	Yes	58	52%	3	18%	7	70%	1	10%	0	0%	29	53%	0	0%	0	0%	17	94%
	No	41	37%	10	59%	3	30%	5	50%	0	0%	23	42%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	37	33%	0	0%	0	0%	0	0%	0	0%	37	67%	0	0%	0	0%	0	0%
	No	16	14%	0	0%	0	0%	0	0%	0	0%	16	29%	0	0%	0	0%	0	0%
	not applicable	56	50%	17	100%	10	100%	10	100%	0	0%	0	0%	0	0%	0	0%	18	100%
If so, how often?	once/week	17	15%	0	0%	0	0%	0	0%	0	0%	17	31%	0	0%	0	0%	0	0%
	2-3 times/week	8	7%	0	0%	0	0%	0	0%	0	0%	8	15%	0	0%	0	0%	0	0%
	4-5 times/week	5	5%	0	0%	0	0%	0	0%	0	0%	5	9%	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	2	0%	0	0%	0	0%	0	0%	0	0%	2	0%	0	0%	0	0%	0	0%
	not applicable	72	65%	17	100%	10	100%	10	100%	0	0%	16	29%	0	0%	0	0%	18	100%
Work Environment																			
Work in a safe environment?	Yes	94	85%	15	88%	9	90%	9	90%	0	0%	44	80%	0	0%	0	0%	16	89%
	No	13	12%	1	6%	1	10%	1	10%	0	0%	9	16%	0	0%	0	0%	1	6%
District's student discipline policy consistently followed?	Yes	65	59%	14	82%	6	60%	4	40%	0	0%	29	53%	0	0%	0	0%	11	61%
	No	37	33%	2	12%	3	30%	4	40%	0	0%	21	38%	0	0%	0	0%	7	39%
Trained on student discipline policies and processes?	Yes	59	53%	6	35%	0	0%	4	40%	0	0%	34	62%	0	0%	0	0%	14	78%
	No	43	39%	10	59%	9	90%	4	40%	0	0%	17	31%	0	0%	0	0%	3	17%
Peer to peer bullying or harassment an issue?	Yes	33	30%	5	29%	2	20%	2	20%	0	0%	18	33%	0	0%	0	0%	5	28%
	No	73	66%	11	65%	7	70%	7	70%	0	0%	35	64%	0	0%	0	0%	13	72%
Bullying or harassment by supervisor an issue?	Yes	11	10%	3	18%	2	20%	2	20%	0	0%	3	5%	0	0%	0	0%	1	6%
	No	97	87%	13	76%	8	80%	8	80%	0	0%	50	91%	0	0%	0	0%	17	94%
Enjoy working in this school district?	agree/strongly	93	84%	13	76%	10	100%	9	90%	0	0%	43	78%	0	0%	0	0%	17	94%
	neither	7	6%	1	6%	0	0%	1	10%	0	0%	4	7%	0	0%	0	0%	1	6%
	disagree/ strongly	7	6%	2	12%	0	0%	0	0%	0	0%	5	9%	0	0%	0	0%	0	0%

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