

2011 KEA ESP Survey Results: Jessamine County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		188		40		20		16		7		85		4		5		10	
Demographics																			
Job category	Clerical	40	21%																
	Custodial	20	11%																
	Food Services	16	9%																
	Inst. Assts.	85	45%																
	Health/Student Services	7	4%																
	Skilled Trades	4	2%																
	Security Services	1	1%																
	Tech. Services	5	3%																
	Transportation	10	5%																
Work location	Elementary	68	36%	9	23%	7	35%	3	19%	0	0%	41	48%	0	0%	0	0%	3	30%
	Middle	28	15%	4	10%	8	40%	6	38%	0	0%	7	8%	0	0%	0	0%	0	0%
	High School	49	26%	14	35%	3	15%	7	44%	0	0%	19	22%	0	0%	0	0%	1	10%
	District Wide	10	5%	4	10%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%
	Other Dist. Site	7	4%	4	10%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	Combination	12	6%	3	8%	1	5%	0	0%	0	0%	4	5%	0	0%	0	0%	4	40%
Years employed	1 year	12	6%	1	3%	1	5%	1	6%	0	0%	7	8%	0	0%	0	0%	0	0%
	2-5 years	46	24%	6	15%	5	25%	5	31%	0	0%	24	28%	0	0%	0	0%	2	20%
	6-9 years	34	18%	6	15%	4	20%	1	6%	0	0%	16	19%	0	0%	0	0%	5	50%
	10-14 years	46	24%	11	28%	6	30%	5	31%	0	0%	18	21%	0	0%	0	0%	2	20%
	15-19 years	28	15%	9	23%	1	5%	3	19%	0	0%	10	12%	0	0%	0	0%	1	10%
	20-24 years	15	8%	7	18%	2	10%	0	0%	0	0%	6	7%	0	0%	0	0%	0	0%
	25 or more	7	4%	0	0%	1	5%	1	6%	0	0%	4	5%	0	0%	0	0%	0	0%
Years in district	1 year	28	15%	9	23%	1	5%	3	19%	0	0%	10	12%	0	0%	0	0%	1	10%
	2-5 years	15	8%	7	18%	2	10%	0	0%	0	0%	6	7%	0	0%	0	0%	0	0%
	6-9 years	7	4%	0	0%	1	5%	1	6%	0	0%	4	5%	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	16	9%	1	3%	1	5%	1	6%	0	0%	11	13%	0	0%	0	0%	0	0%
	20-24 years	51	27%	9	23%	6	30%	5	31%	0	0%	25	29%	0	0%	0	0%	2	20%
25 or more	31	16%	4	10%	4	20%	1	6%	0	0%	15	18%	0	0%	0	0%	5	50%	

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Education level	HS or GED	75	40%	9	23%	17	85%	13	81%	0	0%	26	31%	0	0%	0	0%	7	70%
	tech/vocational	8	4%	1	3%	0	0%	0	0%	0	0%	6	7%	0	0%	0	0%	0	0%
	some college	50	27%	17	43%	1	5%	1	6%	0	0%	25	29%	0	0%	0	0%	2	20%
	associate's	15	8%	7	18%	1	5%	1	6%	0	0%	4	5%	0	0%	0	0%	0	0%
	bachelor's	27	14%	5	13%	1	5%	0	0%	0	0%	15	18%	0	0%	0	0%	1	10%
	master's	7	4%	0	0%	0	0%	0	0%	0	0%	7	8%	0	0%	0	0%	0	0%
Additional jobs in district?	None	159	85%	32	80%	19	95%	13	81%	0	0%	72	85%	0	0%	0	0%	9	90%
	1	22	12%	6	15%	1	5%	3	19%	0	0%	9	11%	0	0%	0	0%	1	10%
	2	5	3%	2	5%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	129	69%	30	75%	15	75%	14	88%	0	0%	54	64%	0	0%	0	0%	5	50%
	1	46	24%	7	18%	3	15%	2	13%	0	0%	25	29%	0	0%	0	0%	5	50%
	2	10	5%	2	5%	1	5%	0	0%	0	0%	6	7%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	6	3%	0	0%	0	0%	1	6%	0	0%	4	5%	0	0%	0	0%	0	0%
	11-20 hours	12	6%	1	3%	0	0%	1	6%	0	0%	9	11%	0	0%	0	0%	1	10%
	21-30 hours	41	22%	5	13%	0	0%	9	56%	0	0%	15	18%	0	0%	0	0%	5	50%
	31-40 hours	90	48%	24	60%	19	95%	4	25%	0	0%	38	45%	0	0%	0	0%	1	10%
	over 40 hours	39	21%	10	25%	1	5%	1	6%	0	0%	19	22%	0	0%	0	0%	3	30%
Earn more than half household income?	Yes	133	71%	32	80%	7	35%	11	69%	0	0%	67	79%	0	0%	0	0%	6	60%
	No	53	28%	8	20%	13	65%	4	25%	0	0%	17	20%	0	0%	0	0%	4	40%
Gender	Female	157	84%	40	100%	7	35%	15	94%	0	0%	75	88%	0	0%	0	0%	6	60%
	Male	30	16%	0	0%	13	65%	0	0%	0	0%	10	12%	0	0%	0	0%	4	40%
Age	under 25	6	3%	0	0%	2	10%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	25-29	12	6%	1	3%	1	5%	0	0%	0	0%	8	9%	0	0%	0	0%	0	0%
	30-39	26	14%	1	3%	1	5%	0	0%	0	0%	18	21%	0	0%	0	0%	3	30%
	40-49	65	35%	18	45%	7	35%	7	44%	0	0%	27	32%	0	0%	0	0%	3	30%
	50-59	55	29%	18	45%	4	20%	3	19%	0	0%	22	26%	0	0%	0	0%	2	20%
	60-64	14	7%	1	3%	3	15%	2	13%	0	0%	6	7%	0	0%	0	0%	0	0%
	65 or older	10	5%	1	3%	2	10%	4	25%	0	0%	1	1%	0	0%	0	0%	2	20%

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Working Conditions																			
Job description?	Yes	152	81%	28	70%	17	85%	15	94%	0	0%	68	80%	0	0%	0	0%	9	90%
	No	25	13%	10	25%	3	15%	0	0%	0	0%	11	13%	0	0%	0	0%	1	10%
Is it accurate?	Yes	122	65%	20	50%	11	55%	12	75%	0	0%	59	69%	0	0%	0	0%	9	90%
	No	54	29%	17	43%	9	45%	3	19%	0	0%	20	24%	0	0%	0	0%	1	10%
Duties beyond primary ones?	Yes	105	56%	28	70%	17	85%	8	50%	0	0%	35	41%	0	0%	0	0%	5	50%
	No	71	38%	10	25%	3	15%	6	38%	0	0%	44	52%	0	0%	0	0%	5	50%
% beyond primary responsibilities	0%	60	32%	9	23%	4	20%	6	38%	0	0%	34	40%	0	0%	0	0%	5	50%
	1-10%	57	30%	10	25%	6	30%	3	19%	0	0%	26	31%	0	0%	0	0%	4	40%
	11-15%	18	10%	5	13%	2	10%	1	6%	0	0%	7	8%	0	0%	0	0%	1	10%
	16-25%	20	11%	5	13%	4	20%	3	19%	0	0%	6	7%	0	0%	0	0%	0	0%
	more than 25%	20	11%	9	23%	4	20%	1	6%	0	0%	5	6%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	129	69%	31	78%	14	70%	8	50%	0	0%	58	68%	0	0%	0	0%	7	70%
	neither	24	13%	4	10%	2	10%	1	6%	0	0%	11	13%	0	0%	0	0%	2	20%
	disagree/ strongly	24	13%	3	8%	4	20%	6	38%	0	0%	10	12%	0	0%	0	0%	1	10%
Employ monitors for every bus?	Yes	43	23%	2	5%	4	20%	3	19%	0	0%	27	32%	0	0%	0	0%	0	0%
	No	111	59%	25	63%	14	70%	11	69%	0	0%	45	53%	0	0%	0	0%	10	100%
Administer medications?	Yes	43	23%	2	5%	4	20%	3	19%	0	0%	27	32%	0	0%	0	0%	0	0%
	No	130	69%	24	60%	20	100%	14	88%	0	0%	55	65%	0	0%	0	0%	7	70%
If so, properly trained?	Yes	50	27%	15	38%	0	0%	1	6%	0	0%	28	33%	0	0%	0	0%	1	10%
	No	26	14%	2	5%	4	20%	1	6%	0	0%	15	18%	0	0%	0	0%	4	40%
	not applicable	14	7%	1	3%	4	20%	6	38%	0	0%	3	4%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	102	54%	19	48%	9	45%	5	31%	0	0%	51	60%	0	0%	0	0%	7	70%
	No	74	39%	19	48%	10	50%	10	63%	0	0%	28	33%	0	0%	0	0%	3	30%
Seniority recognized for awarding job positions?	Yes	80	43%	12	30%	8	40%	2	13%	0	0%	48	56%	0	0%	0	0%	3	30%
	No	93	49%	25	63%	11	55%	11	69%	0	0%	31	36%	0	0%	0	0%	7	70%

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Instructional Assistants expected to cover classes?	Yes	21	11%	0	0%	0	0%	0	0%	0	0%	21	25%	0	0%	0	0%	0	0%
	No	55	29%	0	0%	0	0%	0	0%	0	0%	55	65%	0	0%	0	0%	0	0%
	not applicable	103	55%	40	100%	20	100%	16	100%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	13	7%	0	0%	0	0%	0	0%	0	0%	13	15%	0	0%	0	0%	0	0%
	2-3 times/week	3	2%	0	0%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	4-5 times/week	4	2%	0	0%	0	0%	0	0%	0	0%	4	5%	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	158	84%	40	100%	20	100%	16	100%	0	0%	55	65%	0	0%	0	0%	10	100%
Work Environment																			
Work in a safe environment?	Yes	156	83%	36	90%	15	75%	11	69%	0	0%	72	85%	0	0%	0	0%	7	70%
	No	20	11%	2	5%	4	20%	5	31%	0	0%	6	7%	0	0%	0	0%	3	30%
District's student discipline policy consistently followed?	Yes	114	61%	26	65%	10	50%	5	31%	0	0%	61	72%	0	0%	0	0%	1	10%
	No	54	29%	11	28%	6	30%	7	44%	0	0%	17	20%	0	0%	0	0%	9	90%
Trained on student discipline policies and processes?	Yes	73	39%	9	23%	2	10%	0	0%	0	0%	49	58%	0	0%	0	0%	7	70%
	No	97	52%	29	73%	14	70%	13	81%	0	0%	29	34%	0	0%	0	0%	3	30%
Peer to peer bullying or harassment an issue?	Yes	30	16%	5	13%	1	5%	3	19%	0	0%	15	18%	0	0%	0	0%	1	10%
	No	140	74%	32	80%	16	80%	11	69%	0	0%	62	73%	0	0%	0	0%	9	90%
Bullying or harassment by supervisor an issue?	Yes	4	2%	0	0%	1	5%	1	6%	0	0%	2	2%	0	0%	0	0%	0	0%
	No	168	89%	38	95%	17	85%	12	75%	0	0%	76	89%	0	0%	0	0%	10	100%
Enjoy working in this school district?	agree/strongly	146	78%	32	80%	12	60%	11	69%	0	0%	70	82%	0	0%	0	0%	7	70%
	neither	18	10%	5	13%	2	10%	2	13%	0	0%	5	6%	0	0%	0	0%	3	30%
	disagree/ strongly	10	5%	1	3%	4	20%	2	13%	0	0%	3	4%	0	0%	0	0%	0	0%

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