

2011 KEA ESP Survey Results: Kenton Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		334		43		24		49		17		111		7		2		78	
Demographics																			
Job category	Clerical	43	13%																
	Custodial	24	7%																
	Food Services	49	15%																
	Inst. Assts.	111	33%																
	Health/Student Services	17	5%																
	Skilled Trades	7	2%																
	Security Services	0	0%																
	Tech. Services	2	1%																
	Transportation	78	23%																
Work location	Elementary	139	42%	15	35%	12	50%	18	37%	10	59%	74	67%	0	0%	0	0%	7	9%
	Middle	53	16%	6	14%	6	25%	14	29%	3	18%	21	19%	0	0%	0	0%	3	4%
	High School	52	16%	10	23%	5	21%	16	33%	2	12%	15	14%	0	0%	0	0%	2	3%
	District Wide	24	7%	2	5%	1	4%	0	0%	1	6%	0	0%	0	0%	0	0%	16	21%
	Other Dist. Site	9	3%	8	19%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	45	13%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	43	55%
Years employed	1 year	9	3%	1	2%	2	8%	0	0%	0	0%	2	2%	0	0%	0	0%	4	5%
	2-5 years	59	18%	3	7%	5	21%	7	14%	4	24%	16	14%	0	0%	0	0%	22	28%
	6-9 years	63	19%	5	12%	3	13%	9	18%	3	18%	26	23%	0	0%	0	0%	15	19%
	10-14 years	85	25%	10	23%	4	17%	15	31%	5	29%	30	27%	0	0%	0	0%	15	19%
	15-19 years	46	14%	8	19%	6	25%	6	12%	4	24%	15	14%	0	0%	0	0%	6	8%
	20-24 years	37	11%	8	19%	4	17%	6	12%	1	6%	14	13%	0	0%	0	0%	4	5%
	25 or more	31	9%	7	16%	0	0%	5	10%	0	0%	7	6%	0	0%	0	0%	12	15%
Years in district	1 year	46	14%	8	19%	6	25%	6	12%	4	24%	15	14%	0	0%	0	0%	6	8%
	2-5 years	37	11%	8	19%	4	17%	6	12%	1	6%	14	13%	0	0%	0	0%	4	5%
	6-9 years	31	9%	7	16%	0	0%	5	10%	0	0%	7	6%	0	0%	0	0%	12	15%
	10-14 years	4	1%	1	2%	0	0%	1	2%	0	0%	1	1%	0	0%	0	0%	0	0%
	15-19 years	12	4%	2	5%	2	8%	0	0%	0	0%	3	3%	0	0%	0	0%	5	6%
	20-24 years	62	19%	4	9%	6	25%	8	16%	4	24%	15	14%	0	0%	0	0%	23	29%
	25 or more	71	21%	5	12%	4	17%	9	18%	3	18%	33	30%	0	0%	0	0%	15	19%

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Education level	HS or GED	146	44%	21	49%	18	75%	30	61%	0	0%	38	34%	0	0%	0	0%	34	44%
	tech/vocational	24	7%	0	0%	1	4%	4	8%	1	6%	9	8%	0	0%	0	0%	7	9%
	some college	81	24%	16	37%	1	4%	11	22%	3	18%	34	31%	0	0%	0	0%	16	21%
	associate's	27	8%	1	2%	2	8%	2	4%	3	18%	9	8%	0	0%	0	0%	6	8%
	bachelor's	42	13%	5	12%	2	8%	1	2%	7	41%	17	15%	0	0%	0	0%	9	12%
	master's	7	2%	0	0%	0	0%	0	0%	3	18%	3	3%	0	0%	0	0%	1	1%
Additional jobs in district?	None	288	86%	41	95%	22	92%	46	94%	15	88%	89	80%	0	0%	0	0%	67	86%
	1	34	10%	0	0%	1	4%	3	6%	2	12%	18	16%	0	0%	0	0%	8	10%
	2	8	2%	2	5%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	2	3%
Additional jobs outside district?	None	247	74%	36	84%	21	88%	37	76%	11	65%	84	76%	0	0%	0	0%	51	65%
	1	73	22%	7	16%	3	13%	10	20%	5	29%	22	20%	0	0%	0	0%	21	27%
	2	11	3%	0	0%	0	0%	2	4%	1	6%	5	5%	0	0%	0	0%	3	4%
Hours worked per week	0-10 hours	4	1%	0	0%	1	4%	2	4%	0	0%	1	1%	0	0%	0	0%	0	0%
	11-20 hours	12	4%	1	2%	2	8%	7	14%	0	0%	1	1%	0	0%	0	0%	1	1%
	21-30 hours	128	38%	4	9%	0	0%	22	45%	5	29%	66	59%	0	0%	0	0%	30	38%
	31-40 hours	154	46%	33	77%	18	75%	16	33%	8	47%	33	30%	0	0%	0	0%	38	49%
	over 40 hours	33	10%	5	12%	3	13%	2	4%	4	24%	8	7%	0	0%	0	0%	8	10%
Earn more than half household income?	Yes	247	74%	31	72%	10	42%	41	84%	8	47%	101	91%	0	0%	0	0%	49	63%
	No	82	25%	11	26%	14	58%	7	14%	9	53%	9	8%	0	0%	0	0%	27	35%
Gender	Female	267	80%	41	95%	10	42%	48	98%	17	100%	109	98%	0	0%	0	0%	34	44%
	Male	63	19%	2	5%	14	58%	0	0%	0	0%	2	2%	0	0%	0	0%	41	53%
Age	under 25	4	1%	0	0%	2	8%	0	0%	0	0%	0	0%	0	0%	0	0%	2	3%
	25-29	5	1%	0	0%	0	0%	0	0%	1	6%	2	2%	0	0%	0	0%	1	1%
	30-39	37	11%	2	5%	6	25%	3	6%	4	24%	16	14%	0	0%	0	0%	5	6%
	40-49	93	28%	10	23%	5	21%	17	35%	7	41%	38	34%	0	0%	0	0%	10	13%
	50-59	125	37%	22	51%	9	38%	17	35%	4	24%	42	38%	0	0%	0	0%	27	35%
	60-64	41	12%	6	14%	1	4%	4	8%	1	6%	10	9%	0	0%	0	0%	19	24%
	65 or older	28	8%	3	7%	1	4%	7	14%	0	0%	3	3%	0	0%	0	0%	14	18%

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Working Conditions																			
Job description?	Yes	305	91%	33	77%	24	100%	45	92%	17	100%	99	89%	0	0%	0	0%	75	96%
	No	27	8%	10	23%	0	0%	3	6%	0	0%	11	10%	0	0%	0	0%	3	4%
Is it accurate?	Yes	228	68%	22	51%	15	63%	35	71%	11	65%	66	59%	0	0%	0	0%	70	90%
	No	93	28%	16	37%	9	38%	12	24%	6	35%	40	36%	0	0%	0	0%	7	9%
Duties beyond primary ones?	Yes	209	63%	35	81%	22	92%	33	67%	13	76%	59	53%	0	0%	0	0%	38	49%
	No	119	36%	8	19%	2	8%	14	29%	4	24%	48	43%	0	0%	0	0%	40	51%
% beyond primary responsibilities	0%	93	28%	6	14%	0	0%	15	31%	3	18%	35	32%	0	0%	0	0%	30	38%
	1-10%	133	40%	18	42%	14	58%	22	45%	7	41%	42	38%	0	0%	0	0%	27	35%
	11-15%	45	13%	9	21%	6	25%	1	2%	4	24%	13	12%	0	0%	0	0%	10	13%
	16-25%	22	7%	4	9%	2	8%	3	6%	1	6%	8	7%	0	0%	0	0%	3	4%
	more than 25%	20	6%	3	7%	2	8%	5	10%	2	12%	4	4%	0	0%	0	0%	3	4%
Have adequate tools to do your job?	agree/strongly	217	65%	35	81%	16	67%	34	69%	11	65%	70	63%	0	0%	0	0%	47	60%
	neither	35	10%	4	9%	2	8%	4	8%	2	12%	14	13%	0	0%	0	0%	9	12%
	disagree/ strongly	79	24%	4	9%	6	25%	10	20%	4	24%	26	23%	0	0%	0	0%	21	27%
Employ monitors for every bus?	Yes	41	12%	4	9%	6	25%	8	16%	4	24%	19	17%	0	0%	0	0%	0	0%
	No	263	79%	32	74%	15	63%	31	63%	12	71%	87	78%	0	0%	0	0%	77	99%
Administer medications?	Yes	41	12%	4	9%	6	25%	8	16%	4	24%	19	17%	0	0%	0	0%	0	0%
	No	202	60%	21	49%	22	92%	46	94%	8	47%	77	69%	0	0%	0	0%	20	26%
If so, properly trained?	Yes	110	33%	19	44%	1	4%	0	0%	10	59%	33	30%	0	0%	0	0%	44	56%
	No	22	7%	1	2%	1	4%	1	2%	0	0%	5	5%	0	0%	0	0%	14	18%
	not applicable	64	19%	3	7%	9	38%	12	24%	1	6%	25	23%	0	0%	0	0%	11	14%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	149	45%	22	51%	16	67%	18	37%	11	65%	50	45%	0	0%	0	0%	28	36%
	No	174	52%	19	44%	8	33%	27	55%	6	35%	58	52%	0	0%	0	0%	48	62%
Seniority recognized for awarding job positions?	Yes	118	35%	12	28%	6	25%	8	16%	5	29%	57	51%	0	0%	0	0%	26	33%
	No	188	56%	23	53%	18	75%	35	71%	10	59%	43	39%	0	0%	0	0%	51	65%

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Instructional Assistants expected to cover classes?	Yes	54	16%	0	0%	0	0%	0	0%	0	0%	54	49%	0	0%	0	0%	0	0%
	No	56	17%	0	0%	0	0%	0	0%	0	0%	56	50%	0	0%	0	0%	0	0%
	not applicable	223	67%	43	100%	24	100%	49	100%	17	100%	0	0%	0	0%	0	0%	78	100%
If so, how often?	once/week	26	8%	0	0%	0	0%	0	0%	0	0%	26	23%	0	0%	0	0%	0	0%
	2-3 times/week	8	2%	0	0%	0	0%	0	0%	0	0%	8	7%	0	0%	0	0%	0	0%
	4-5 times/week	7	2%	0	0%	0	0%	0	0%	0	0%	7	6%	0	0%	0	0%	0	0%
	6-10 times/week	3	1%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
	more than 10 times/week	3	1%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
	not applicable	279	84%	43	100%	24	100%	49	100%	17	100%	56	50%	0	0%	0	0%	78	100%
Work Environment																			
Work in a safe environment?	Yes	300	90%	41	95%	24	100%	45	92%	16	94%	105	95%	0	0%	0	0%	61	78%
	No	33	10%	2	5%	0	0%	4	8%	1	6%	5	5%	0	0%	0	0%	17	22%
District's student discipline policy consistently followed?	Yes	172	51%	21	49%	9	38%	27	55%	10	59%	78	70%	0	0%	0	0%	23	29%
	No	135	40%	14	33%	12	50%	14	29%	5	29%	30	27%	0	0%	0	0%	54	69%
Trained on student discipline policies and processes?	Yes	188	56%	15	35%	0	0%	12	24%	8	47%	82	74%	0	0%	0	0%	63	81%
	No	124	37%	20	47%	21	88%	31	63%	9	53%	26	23%	0	0%	0	0%	14	18%
Peer to peer bullying or harassment an issue?	Yes	70	21%	10	23%	1	4%	7	14%	5	29%	29	26%	0	0%	0	0%	15	19%
	No	253	76%	31	72%	21	88%	39	80%	12	71%	79	71%	0	0%	0	0%	62	79%
Bullying or harassment by supervisor an issue?	Yes	36	11%	4	9%	3	13%	2	4%	1	6%	8	7%	0	0%	0	0%	14	18%
	No	291	87%	36	84%	21	88%	46	94%	16	94%	100	90%	0	0%	0	0%	64	82%
Enjoy working in this school district?	agree/strongly	269	81%	37	86%	20	83%	42	86%	13	76%	89	80%	0	0%	0	0%	61	78%
	neither	37	11%	3	7%	4	17%	3	6%	2	12%	12	11%	0	0%	0	0%	13	17%
	disagree/ strongly	26	8%	3	7%	0	0%	3	6%	2	12%	9	8%	0	0%	0	0%	4	5%

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