

**2011 KEA ESP Survey Results: Knott County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		48		3		4		2		2		22		1		0		11	
<b>Demographics</b>																			
Job category	Clerical	3	6%																
	Custodial	4	8%																
	Food Services	2	4%																
	Inst. Assts.	22	46%																
	Health/Student Services	2	4%																
	Skilled Trades	1	2%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	11	23%																
Work location	Elementary	37	77%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	2	18%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	18%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	9	19%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	7	64%
Years employed	1 year	4	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	9%
	2-5 years	6	13%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	6-9 years	6	13%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	1	9%
	10-14 years	11	23%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	3	27%
	15-19 years	13	27%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	2	18%
	20-24 years	3	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
	25 or more	5	10%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
Years in district	1 year	13	27%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	2	18%
	2-5 years	3	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
	6-9 years	5	10%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	4	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	9%
	20-24 years	8	17%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	0	0%
	25 or more	6	13%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	1	9%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	20	42%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	5	45%
	tech/vocational	5	10%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	some college	12	25%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	2	18%
	associate's	3	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	9%
	bachelor's	5	10%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	41	85%	0	0%	0	0%	0	0%	0	0%	19	86%	0	0%	0	0%	9	82%
	1	7	15%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	2	18%
	2	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	43	90%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	8	73%
	1	3	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
	2	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	11-20 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	21-30 hours	3	6%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	31-40 hours	39	81%	0	0%	0	0%	0	0%	0	0%	18	82%	0	0%	0	0%	10	91%
	over 40 hours	3	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	28	58%	0	0%	0	0%	0	0%	0	0%	14	64%	0	0%	0	0%	4	36%
	No	19	40%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	7	64%
Gender	Female	35	73%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	4	36%
	Male	10	21%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	6	55%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	14	29%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	2	18%
	40-49	18	38%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	3	27%
	50-59	10	21%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	3	27%
	60-64	4	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
	65 or older	0	0%	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: Knott County**

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	18%
	Asian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Caucasian	45	96%	0	0%	0	0%	0	0%	0	0%	21	100%	0	0%	0	0%	9	82%
	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%
<b>Association Membership</b>																			
KEA member?	Yes	9	19%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	0	0%
	No	36	75%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	10	91%
Satisfied with KEA?	satisfied/very	6	13%	0	0%	0	0%	0	0%	0	0%	3	14%	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	2	4%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	not applicable	36	75%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	10	91%

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Wages and Benefits</b>																			
Required overtime?	Yes	4	8%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	No	44	92%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	11	100%
If so, how many hours?	0 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	1	2%	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	44	92%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	11	100%
If so, compensated?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	44	92%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	11	100%
Benefits a main factor in employment?	Yes	23	48%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	7	64%
	No	16	33%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	4	36%
% salary going toward health insurance	0%	5	10%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	1-10%	20	42%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	5	45%
	11-25%	11	23%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	2	18%
	26-50%	5	10%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	2	18%
	51-75%	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	over 75%	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	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	
<b>Training and PD</b>																			
Where received initial training?	department	11	23%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	1	9%
	school district	35	73%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	10	91%
	college	3	6%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	KEA	1	2%	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	7	15%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	30	63%	0	0%	0	0%	0	0%	0	0%	13	59%	0	0%	0	0%	10	91%
	outside school district	3	6%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	both	14	29%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	1	9%
Do you receive ongoing PD from District?	Yes	37	77%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	8	73%
	No	9	19%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
How many days?	0 days	5	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	21	44%	0	0%	0	0%	0	0%	0	0%	10	45%	0	0%	0	0%	5	45%
	5-8 days	16	33%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	6	55%
	more than 8 days	3	6%	0	0%	0	0%	0	0%	0	0%	3	14%	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	
<b>Job Performance</b>																			
Regularly evaluated?	Yes	47	98%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	11	100%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
How often?	once/month	6	13%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	once/quarter	3	6%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	every 6 months	6	13%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	0	0%
	once/year	31	65%	0	0%	0	0%	0	0%	0	0%	12	55%	0	0%	0	0%	9	82%
Who evaluates?	supervisor	37	77%	0	0%	0	0%	0	0%	0	0%	15	68%	0	0%	0	0%	10	91%
	administrator	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	colleagues	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	combination of people	8	17%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	37	77%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	9	82%
	neither	6	13%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	2	18%
	disagree/ strongly	4	8%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	46	96%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	10	91%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
Is it accurate?	Yes	38	79%	0	0%	0	0%	0	0%	0	0%	19	86%	0	0%	0	0%	10	91%
	No	8	17%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
Duties beyond primary ones?	Yes	23	48%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	4	36%
	No	24	50%	0	0%	0	0%	0	0%	0	0%	14	64%	0	0%	0	0%	7	64%
% beyond primary responsibilities	0%	19	40%	0	0%	0	0%	0	0%	0	0%	11	50%	0	0%	0	0%	5	45%
	1-10%	12	25%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	4	36%
	11-15%	5	10%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	0	0%
	16-25%	7	15%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%
	more than 25%	3	6%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	9%
Have adequate tools to do your job?	agree/strongly	33	69%	0	0%	0	0%	0	0%	0	0%	14	64%	0	0%	0	0%	8	73%
	neither	5	10%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	3	27%
	disagree/ strongly	8	17%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	5	10%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	No	39	81%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	11	100%
Administer medications?	Yes	5	10%	0	0%	0	0%	0	0%	0	0%	4	18%	0	0%	0	0%	0	0%
	No	39	81%	0	0%	0	0%	0	0%	0	0%	16	73%	0	0%	0	0%	10	91%
If so, properly trained?	Yes	7	15%	0	0%	0	0%	0	0%	0	0%	5	23%	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	13	27%	0	0%	0	0%	0	0%	0	0%	6	27%	0	0%	0	0%	4	36%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	31	65%	0	0%	0	0%	0	0%	0	0%	12	55%	0	0%	0	0%	9	82%
	No	15	31%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	1	9%
Seniority recognized for awarding job positions?	Yes	21	44%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	6	55%
	No	23	48%	0	0%	0	0%	0	0%	0	0%	9	41%	0	0%	0	0%	5	45%

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Instructional Assistants expected to cover classes?	Yes	7	15%	0	0%	0	0%	0	0%	0	0%	7	32%	0	0%	0	0%	0	0%
	No	13	27%	0	0%	0	0%	0	0%	0	0%	13	59%	0	0%	0	0%	0	0%
	not applicable	26	54%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	11	100%
If so, how often?	once/week	6	13%	0	0%	0	0%	0	0%	0	0%	6	27%	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%
	4-5 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	39	81%	0	0%	0	0%	0	0%	0	0%	13	59%	0	0%	0	0%	11	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	46	96%	0	0%	0	0%	0	0%	0	0%	22	100%	0	0%	0	0%	9	82%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
District's student discipline policy consistently followed?	Yes	34	71%	0	0%	0	0%	0	0%	0	0%	17	77%	0	0%	0	0%	9	82%
	No	13	27%	0	0%	0	0%	0	0%	0	0%	5	23%	0	0%	0	0%	1	9%
Trained on student discipline policies and processes?	Yes	29	60%	0	0%	0	0%	0	0%	0	0%	13	59%	0	0%	0	0%	9	82%
	No	17	35%	0	0%	0	0%	0	0%	0	0%	8	36%	0	0%	0	0%	2	18%
Peer to peer bullying or harassment an issue?	Yes	13	27%	0	0%	0	0%	0	0%	0	0%	3	14%	0	0%	0	0%	4	36%
	No	32	67%	0	0%	0	0%	0	0%	0	0%	17	77%	0	0%	0	0%	7	64%
Bullying or harassment by supervisor an issue?	Yes	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	No	45	94%	0	0%	0	0%	0	0%	0	0%	21	95%	0	0%	0	0%	10	91%
Enjoy working in this school district?	agree/strongly	41	85%	0	0%	0	0%	0	0%	0	0%	20	91%	0	0%	0	0%	9	82%
	neither	4	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	9%
	disagree/ strongly	3	6%	0	0%	0	0%	0	0%	0	0%	2	9%	0	0%	0	0%	1	9%

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