

2011 KEA ESP Survey Results: Knox County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		45		5		5		5		0		28		0		0		1	
Demographics																			
Job category	Clerical	5	11%																
	Custodial	5	11%																
	Food Services	5	11%																
	Inst. Assts.	28	62%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	1	2%																
Work location	Elementary	25	56%	0	0%	0	0%	0	0%	0	0%	16	57%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	18	40%	0	0%	0	0%	0	0%	0	0%	11	39%	0	0%	0	0%	0	0%
	District Wide	1	2%	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	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	2-5 years	9	20%	0	0%	0	0%	0	0%	0	0%	5	18%	0	0%	0	0%	0	0%
	6-9 years	5	11%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	10-14 years	14	31%	0	0%	0	0%	0	0%	0	0%	10	36%	0	0%	0	0%	0	0%
	15-19 years	10	22%	0	0%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
	20-24 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	25 or more	5	11%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
Years in district	1 year	10	22%	0	0%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
	2-5 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	6-9 years	5	11%	0	0%	0	0%	0	0%	0	0%	3	11%	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	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	20-24 years	10	22%	0	0%	0	0%	0	0%	0	0%	6	21%	0	0%	0	0%	0	0%
	25 or more	6	13%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Knox County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	28	62%	0	0%	0	0%	0	0%	0	0%	17	61%	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	7	16%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	associate's	4	9%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	bachelor's	5	11%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Additional jobs in district?	None	34	76%	0	0%	0	0%	0	0%	0	0%	20	71%	0	0%	0	0%	0	0%
	1	11	24%	0	0%	0	0%	0	0%	0	0%	8	29%	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	33	73%	0	0%	0	0%	0	0%	0	0%	20	71%	0	0%	0	0%	0	0%
	1	9	20%	0	0%	0	0%	0	0%	0	0%	5	18%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	21-30 hours	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	40	89%	0	0%	0	0%	0	0%	0	0%	26	93%	0	0%	0	0%	0	0%
	over 40 hours	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	31	69%	0	0%	0	0%	0	0%	0	0%	18	64%	0	0%	0	0%	0	0%
	No	12	27%	0	0%	0	0%	0	0%	0	0%	8	29%	0	0%	0	0%	0	0%
Gender	Female	34	76%	0	0%	0	0%	0	0%	0	0%	23	82%	0	0%	0	0%	0	0%
	Male	9	20%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
Age	under 25	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	30-39	3	7%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	40-49	21	47%	0	0%	0	0%	0	0%	0	0%	15	54%	0	0%	0	0%	0	0%
	50-59	10	22%	0	0%	0	0%	0	0%	0	0%	5	18%	0	0%	0	0%	0	0%
	60-64	6	13%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	65 or older	2	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Knox County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Working Conditions																			
Job description?	Yes	44	98%	0	0%	0	0%	0	0%	0	0%	28	100%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	32	71%	0	0%	0	0%	0	0%	0	0%	21	75%	0	0%	0	0%	0	0%
	No	12	27%	0	0%	0	0%	0	0%	0	0%	7	25%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	22	49%	0	0%	0	0%	0	0%	0	0%	14	50%	0	0%	0	0%	0	0%
	No	23	51%	0	0%	0	0%	0	0%	0	0%	14	50%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	18	40%	0	0%	0	0%	0	0%	0	0%	9	32%	0	0%	0	0%	0	0%
	1-10%	11	24%	0	0%	0	0%	0	0%	0	0%	10	36%	0	0%	0	0%	0	0%
	11-15%	3	7%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	16-25%	4	9%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	more than 25%	6	13%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	36	80%	0	0%	0	0%	0	0%	0	0%	21	75%	0	0%	0	0%	0	0%
	neither	5	11%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	disagree/ strongly	3	7%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	15	33%	0	0%	0	0%	0	0%	0	0%	11	39%	0	0%	0	0%	0	0%
	No	23	51%	0	0%	0	0%	0	0%	0	0%	14	50%	0	0%	0	0%	0	0%
Administer medications?	Yes	15	33%	0	0%	0	0%	0	0%	0	0%	11	39%	0	0%	0	0%	0	0%
	No	44	98%	0	0%	0	0%	0	0%	0	0%	28	100%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	19	42%	0	0%	0	0%	0	0%	0	0%	14	50%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	20	44%	0	0%	0	0%	0	0%	0	0%	12	43%	0	0%	0	0%	0	0%
	No	22	49%	0	0%	0	0%	0	0%	0	0%	14	50%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	8	18%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	No	32	71%	0	0%	0	0%	0	0%	0	0%	21	75%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Knox County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Instructional Assistants expected to cover classes?	Yes	8	18%	0	0%	0	0%	0	0%	0	0%	8	29%	0	0%	0	0%	0	0%
	No	19	42%	0	0%	0	0%	0	0%	0	0%	19	68%	0	0%	0	0%	0	0%
	not applicable	17	38%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	2-3 times/week	4	9%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	4-5 times/week	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%
	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	36	80%	0	0%	0	0%	0	0%	0	0%	19	68%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	44	98%	0	0%	0	0%	0	0%	0	0%	27	96%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	25	56%	0	0%	0	0%	0	0%	0	0%	18	64%	0	0%	0	0%	0	0%
	No	16	36%	0	0%	0	0%	0	0%	0	0%	8	29%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	20	44%	0	0%	0	0%	0	0%	0	0%	16	57%	0	0%	0	0%	0	0%
	No	21	47%	0	0%	0	0%	0	0%	0	0%	11	39%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	7	16%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	No	33	73%	0	0%	0	0%	0	0%	0	0%	23	82%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	No	40	89%	0	0%	0	0%	0	0%	0	0%	26	93%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	37	82%	0	0%	0	0%	0	0%	0	0%	23	82%	0	0%	0	0%	0	0%
	neither	6	13%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	disagree/ strongly	2	4%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%

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