

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		69		10		7		5		1		31		0		1		14	
<b>Demographics</b>																			
Job category	Clerical	10	14%																
	Custodial	7	10%																
	Food Services	5	7%																
	Inst. Assts.	31	45%																
	Health/Student Services	1	1%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	1	1%																
	Transportation	14	20%																
Work location	Elementary	21	30%	1	10%	0	0%	0	0%	0	0%	19	61%	0	0%	0	0%	0	0%
	Middle	14	20%	2	20%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	High School	1	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	6	9%	3	30%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	7%
	Other Dist. Site	5	7%	1	10%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	1	7%
	Combination	13	19%	1	10%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	10	71%
Years employed	1 year	10	14%	0	0%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	1	7%
	2-5 years	17	25%	1	10%	0	0%	0	0%	0	0%	8	26%	0	0%	0	0%	3	21%
	6-9 years	9	13%	2	20%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	1	7%
	10-14 years	15	22%	4	40%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	3	21%
	15-19 years	12	17%	3	30%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	2	14%
	20-24 years	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	7%
	25 or more	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	21%
Years in district	1 year	12	17%	3	30%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	2	14%
	2-5 years	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	7%
	6-9 years	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	21%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	13	19%	0	0%	0	0%	0	0%	0	0%	7	23%	0	0%	0	0%	2	14%
	20-24 years	18	26%	2	20%	0	0%	0	0%	0	0%	8	26%	0	0%	0	0%	3	21%
	25 or more	10	14%	3	30%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	1	7%

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Education level	HS or GED	22	32%	2	20%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	8	57%
	tech/vocational	7	10%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	1	7%
	some college	14	20%	1	10%	0	0%	0	0%	0	0%	7	23%	0	0%	0	0%	2	14%
	associate's	12	17%	4	40%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	0	0%
	bachelor's	9	13%	2	20%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	2	14%
	master's	4	6%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	1	7%
Additional jobs in district?	None	61	88%	9	90%	0	0%	0	0%	0	0%	29	94%	0	0%	0	0%	10	71%
	1	6	9%	1	10%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	2	14%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	14%
Additional jobs outside district?	None	45	65%	6	60%	0	0%	0	0%	0	0%	22	71%	0	0%	0	0%	8	57%
	1	18	26%	4	40%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	5	36%
	2	5	7%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	1	7%
Hours worked per week	0-10 hours	4	6%	1	10%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	11-20 hours	10	14%	1	10%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	3	21%
	21-30 hours	11	16%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	10	71%
	31-40 hours	37	54%	7	70%	0	0%	0	0%	0	0%	21	68%	0	0%	0	0%	0	0%
	over 40 hours	6	9%	1	10%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	7%
Earn more than half household income?	Yes	49	71%	7	70%	0	0%	0	0%	0	0%	24	77%	0	0%	0	0%	10	71%
	No	20	29%	3	30%	0	0%	0	0%	0	0%	7	23%	0	0%	0	0%	4	29%
Gender	Female	50	72%	10	100%	0	0%	0	0%	0	0%	27	87%	0	0%	0	0%	6	43%
	Male	18	26%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	7	50%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	25-29	3	4%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	30-39	12	17%	0	0%	0	0%	0	0%	0	0%	9	29%	0	0%	0	0%	1	7%
	40-49	21	30%	4	40%	0	0%	0	0%	0	0%	11	35%	0	0%	0	0%	0	0%
	50-59	19	28%	5	50%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	5	36%
	60-64	5	7%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	3	21%
	65 or older	8	12%	1	10%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	5	36%

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<b>Job Performance</b>																			
Regularly evaluated?	Yes	63	91%	9	90%	0	0%	0	0%	0	0%	27	87%	0	0%	0	0%	14	100%
	No	6	9%	1	10%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
How often?	once/month	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	14%
	once/quarter	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	7%
	every 6 months	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	64	93%	10	100%	0	0%	0	0%	0	0%	30	97%	0	0%	0	0%	11	79%
Who evaluates?	supervisor	44	64%	5	50%	0	0%	0	0%	0	0%	17	55%	0	0%	0	0%	12	86%
	administrator	11	16%	5	50%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	14	20%	0	0%	0	0%	0	0%	0	0%	11	35%	0	0%	0	0%	2	14%
My supervisor helps me be effective in my job.	agree/strongly	50	72%	7	70%	0	0%	0	0%	0	0%	19	61%	0	0%	0	0%	12	86%
	neither	10	14%	2	20%	0	0%	0	0%	0	0%	8	26%	0	0%	0	0%	0	0%
	disagree/ strongly	8	12%	1	10%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	2	14%

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<b>Working Conditions</b>																			
Job description?	Yes	60	87%	8	80%	0	0%	0	0%	0	0%	25	81%	0	0%	0	0%	14	100%
	No	9	13%	2	20%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	0	0%
Is it accurate?	Yes	51	74%	6	60%	0	0%	0	0%	0	0%	18	58%	0	0%	0	0%	14	100%
	No	15	22%	4	40%	0	0%	0	0%	0	0%	11	35%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	31	45%	4	40%	0	0%	0	0%	0	0%	16	52%	0	0%	0	0%	2	14%
	No	38	55%	6	60%	0	0%	0	0%	0	0%	15	48%	0	0%	0	0%	12	86%
% beyond primary responsibilities	0%	27	39%	5	50%	0	0%	0	0%	0	0%	11	35%	0	0%	0	0%	8	57%
	1-10%	26	38%	3	30%	0	0%	0	0%	0	0%	13	42%	0	0%	0	0%	2	14%
	11-15%	4	6%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	16-25%	5	7%	1	10%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	3	21%
	more than 25%	4	6%	1	10%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	60	87%	8	80%	0	0%	0	0%	0	0%	24	77%	0	0%	0	0%	14	100%
	neither	6	9%	0	0%	0	0%	0	0%	0	0%	6	19%	0	0%	0	0%	0	0%
	disagree/ strongly	3	4%	2	20%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	7	10%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	No	53	77%	7	70%	0	0%	0	0%	0	0%	22	71%	0	0%	0	0%	14	100%
Administer medications?	Yes	7	10%	0	0%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	No	43	62%	8	80%	0	0%	0	0%	0	0%	12	39%	0	0%	0	0%	9	64%
If so, properly trained?	Yes	25	36%	1	10%	0	0%	0	0%	0	0%	19	61%	0	0%	0	0%	5	36%
	No	1	1%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	10	14%	1	10%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	3	21%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	42	61%	4	40%	0	0%	0	0%	0	0%	17	55%	0	0%	0	0%	9	64%
	No	26	38%	6	60%	0	0%	0	0%	0	0%	13	42%	0	0%	0	0%	5	36%
Seniority recognized for awarding job positions?	Yes	39	57%	4	40%	0	0%	0	0%	0	0%	14	45%	0	0%	0	0%	14	100%
	No	26	38%	6	60%	0	0%	0	0%	0	0%	14	45%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	10	14%	0	0%	0	0%	0	0%	0	0%	10	32%	0	0%	0	0%	0	0%
	No	20	29%	0	0%	0	0%	0	0%	0	0%	20	65%	0	0%	0	0%	0	0%
	not applicable	38	55%	10	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	14	100%
If so, how often?	once/week	5	7%	0	0%	0	0%	0	0%	0	0%	5	16%	0	0%	0	0%	0	0%
	2-3 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	4-5 times/week	3	4%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	6-10 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 10 times/week	0	1%	0	0%	0	0%	0	0%	0	0%	0	3%	0	0%	0	0%	0	0%
	not applicable	58	84%	10	100%	0	0%	0	0%	0	0%	20	65%	0	0%	0	0%	14	100%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	63	91%	10	100%	0	0%	0	0%	0	0%	28	90%	0	0%	0	0%	13	93%
	No	6	9%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	1	7%
District's student discipline policy consistently followed?	Yes	50	72%	7	70%	0	0%	0	0%	0	0%	21	68%	0	0%	0	0%	10	71%
	No	15	22%	2	20%	0	0%	0	0%	0	0%	9	29%	0	0%	0	0%	3	21%
Trained on student discipline policies and processes?	Yes	34	49%	4	40%	0	0%	0	0%	0	0%	19	61%	0	0%	0	0%	10	71%
	No	32	46%	5	50%	0	0%	0	0%	0	0%	12	39%	0	0%	0	0%	4	29%
Peer to peer bullying or harassment an issue?	Yes	8	12%	1	10%	0	0%	0	0%	0	0%	4	13%	0	0%	0	0%	0	0%
	No	61	88%	9	90%	0	0%	0	0%	0	0%	27	87%	0	0%	0	0%	14	100%
Bullying or harassment by supervisor an issue?	Yes	3	4%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	No	66	96%	10	100%	0	0%	0	0%	0	0%	28	90%	0	0%	0	0%	14	100%
Enjoy working in this school district?	agree/strongly	64	93%	9	90%	0	0%	0	0%	0	0%	27	87%	0	0%	0	0%	14	100%
	neither	3	4%	1	10%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
	disagree/ strongly	2	3%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%

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