

2011 KEA ESP Survey Results: Laurel County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		142		32		2		21		4		72		5		1		5		
Demographics																				
Job category	Clerical	32	23%																	
	Custodial	2	1%																	
	Food Services	21	15%																	
	Inst. Assts.	72	51%																	
	Health/Student Services	4	3%																	
	Skilled Trades	5	4%																	
	Security Services	0	0%																	
	Tech. Services	1	1%																	
	Transportation	5	4%																	
Work location	Elementary	75	53%	13	41%	0	0%	12	57%	0	0%	42	58%	0	0%	0	0%	0	0%	
	Middle	37	26%	6	19%	0	0%	9	43%	0	0%	21	29%	0	0%	0	0%	0	0%	
	High School	15	11%	7	22%	0	0%	0	0%	0	0%	7	10%	0	0%	0	0%	0	0%	
	District Wide	9	6%	4	13%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	
	Other Dist. Site	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Combination	3	2%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Years employed	1 year	6	4%	3	9%	0	0%	1	5%	0	0%	2	3%	0	0%	0	0%	0	0%	
	2-5 years	25	18%	5	16%	0	0%	2	10%	0	0%	11	15%	0	0%	0	0%	0	0%	
	6-9 years	23	16%	7	22%	0	0%	3	14%	0	0%	9	13%	0	0%	0	0%	0	0%	
	10-14 years	39	27%	8	25%	0	0%	7	33%	0	0%	22	31%	0	0%	0	0%	0	0%	
	15-19 years	30	21%	7	22%	0	0%	5	24%	0	0%	18	25%	0	0%	0	0%	0	0%	
	20-24 years	14	10%	1	3%	0	0%	1	5%	0	0%	8	11%	0	0%	0	0%	0	0%	
	25 or more	5	4%	1	3%	0	0%	2	10%	0	0%	2	3%	0	0%	0	0%	0	0%	
Years in district	1 year	30	21%	7	22%	0	0%	5	24%	0	0%	18	25%	0	0%	0	0%	0	0%	
	2-5 years	14	10%	1	3%	0	0%	1	5%	0	0%	8	11%	0	0%	0	0%	0	0%	
	6-9 years	5	4%	1	3%	0	0%	2	10%	0	0%	2	3%	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	6	4%	4	13%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%	
	20-24 years	27	19%	5	16%	0	0%	4	19%	0	0%	12	17%	0	0%	0	0%	0	0%	
25 or more	25	18%	7	22%	0	0%	2	10%	0	0%	12	17%	0	0%	0	0%	0	0%		

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

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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	69	49%	9	28%	0	0%	18	86%	0	0%	41	57%	0	0%	0	0%	0	0%
	tech/vocational	4	3%	0	0%	0	0%	1	5%	0	0%	2	3%	0	0%	0	0%	0	0%
	some college	39	27%	15	47%	0	0%	2	10%	0	0%	20	28%	0	0%	0	0%	0	0%
	associate's	10	7%	6	19%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	bachelor's	10	7%	2	6%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	master's	7	5%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Additional jobs in district?	None	110	77%	26	81%	0	0%	19	90%	0	0%	52	72%	0	0%	0	0%	0	0%
	1	25	18%	2	6%	0	0%	2	10%	0	0%	17	24%	0	0%	0	0%	0	0%
	2	4	3%	2	6%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	107	75%	25	78%	0	0%	18	86%	0	0%	52	72%	0	0%	0	0%	0	0%
	1	30	21%	7	22%	0	0%	3	14%	0	0%	15	21%	0	0%	0	0%	0	0%
	2	4	3%	0	0%	0	0%	0	0%	0	0%	4	6%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	1%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	7	5%	0	0%	0	0%	1	5%	0	0%	5	7%	0	0%	0	0%	0	0%
	31-40 hours	116	82%	30	94%	0	0%	18	86%	0	0%	60	83%	0	0%	0	0%	0	0%
	over 40 hours	15	11%	2	6%	0	0%	0	0%	0	0%	6	8%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	109	77%	27	84%	0	0%	14	67%	0	0%	58	81%	0	0%	0	0%	0	0%
	No	31	22%	5	16%	0	0%	6	29%	0	0%	14	19%	0	0%	0	0%	0	0%
Gender	Female	135	95%	32	100%	0	0%	20	95%	0	0%	71	99%	0	0%	0	0%	0	0%
	Male	6	4%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Age	under 25	2	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	25-29	5	4%	2	6%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	30-39	21	15%	5	16%	0	0%	2	10%	0	0%	12	17%	0	0%	0	0%	0	0%
	40-49	45	32%	11	34%	0	0%	4	19%	0	0%	24	33%	0	0%	0	0%	0	0%
	50-59	47	33%	12	38%	0	0%	9	43%	0	0%	21	29%	0	0%	0	0%	0	0%
	60-64	16	11%	2	6%	0	0%	5	24%	0	0%	9	13%	0	0%	0	0%	0	0%
	65 or older	6	4%	0	0%	0	0%	1	5%	0	0%	4	6%	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	
Racial group	American Indian	1	1%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	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	141	99%	32	100%	0	0%	21	100%	0	0%	71	99%	0	0%	0	0%	0	0%
	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%
Association Membership																			
KEA member?	Yes	17	12%	2	6%	0	0%	9	43%	0	0%	3	4%	0	0%	0	0%	0	0%
	No	122	86%	30	94%	0	0%	9	43%	0	0%	69	96%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	8	6%	2	6%	0	0%	5	24%	0	0%	1	1%	0	0%	0	0%	0	0%
	neither	5	4%	0	0%	0	0%	3	14%	0	0%	1	1%	0	0%	0	0%	0	0%
	unsatisfied/ very	3	2%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	122	86%	30	94%	0	0%	9	43%	0	0%	69	96%	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	
Wages and Benefits																			
Required overtime?	Yes	5	4%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	No	135	95%	32	100%	0	0%	19	90%	0	0%	70	97%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	2	1%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	2	1%	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	135	95%	32	100%	0	0%	19	90%	0	0%	70	97%	0	0%	0	0%	0	0%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	135	95%	32	100%	0	0%	19	90%	0	0%	70	97%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	78	55%	18	56%	0	0%	12	57%	0	0%	38	53%	0	0%	0	0%	0	0%
	No	52	37%	12	38%	0	0%	5	24%	0	0%	28	39%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	39	27%	9	28%	0	0%	3	14%	0	0%	25	35%	0	0%	0	0%	0	0%
	1-10%	51	36%	11	34%	0	0%	7	33%	0	0%	24	33%	0	0%	0	0%	0	0%
	11-25%	27	19%	4	13%	0	0%	7	33%	0	0%	10	14%	0	0%	0	0%	0	0%
	26-50%	7	5%	3	9%	0	0%	0	0%	0	0%	4	6%	0	0%	0	0%	0	0%
	51-75%	11	8%	2	6%	0	0%	2	10%	0	0%	7	10%	0	0%	0	0%	0	0%
	over 75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	
Training and PD																			
Where received initial training?	department	29	21%	13	43%	0	0%	3	15%	0	0%	11	15%	0	0%	0	0%	0	0%
	school district	108	78%	17	57%	0	0%	18	90%	0	0%	67	93%	0	0%	0	0%	0	0%
	college	17	12%	1	3%	0	0%	0	0%	0	0%	6	8%	0	0%	0	0%	0	0%
	KEA	3	2%	0	0%	0	0%	1	5%	0	0%	2	3%	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	12	9%	6	20%	0	0%	1	5%	0	0%	2	3%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	93	65%	23	72%	0	0%	9	43%	0	0%	55	76%	0	0%	0	0%	0	0%
	outside school district	12	8%	2	6%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	both	34	24%	5	16%	0	0%	11	52%	0	0%	14	19%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	57	40%	9	28%	0	0%	12	57%	0	0%	27	38%	0	0%	0	0%	0	0%
	No	77	54%	23	72%	0	0%	4	19%	0	0%	43	60%	0	0%	0	0%	0	0%
How many days?	0 days	69	49%	20	63%	0	0%	3	14%	0	0%	40	56%	0	0%	0	0%	0	0%
	1-4 days	55	39%	9	28%	0	0%	14	67%	0	0%	25	35%	0	0%	0	0%	0	0%
	5-8 days	5	4%	1	3%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	more than 8 days	2	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%

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Job Performance																			
Regularly evaluated?	Yes	98	69%	16	50%	0	0%	19	90%	0	0%	52	72%	0	0%	0	0%	0	0%
	No	33	23%	12	38%	0	0%	2	10%	0	0%	15	21%	0	0%	0	0%	0	0%
How often?	once/month	46	32%	4	13%	0	0%	11	52%	0	0%	27	38%	0	0%	0	0%	0	0%
	once/quarter	7	5%	1	3%	0	0%	2	10%	0	0%	2	3%	0	0%	0	0%	0	0%
	every 6 months	8	6%	2	6%	0	0%	6	29%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	59	42%	17	53%	0	0%	1	5%	0	0%	32	44%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	55	39%	10	31%	0	0%	13	62%	0	0%	27	38%	0	0%	0	0%	0	0%
	administrator	26	18%	5	16%	0	0%	5	24%	0	0%	12	17%	0	0%	0	0%	0	0%
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	combination of people	40	28%	9	28%	0	0%	2	10%	0	0%	23	32%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	100	70%	20	63%	0	0%	18	86%	0	0%	48	67%	0	0%	0	0%	0	0%
	neither	17	12%	6	19%	0	0%	1	5%	0	0%	9	13%	0	0%	0	0%	0	0%
	disagree/ strongly	12	8%	2	6%	0	0%	1	5%	0	0%	8	11%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	132	93%	29	91%	0	0%	21	100%	0	0%	66	92%	0	0%	0	0%	0	0%
	No	3	2%	1	3%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Is it accurate?	Yes	95	67%	23	72%	0	0%	19	90%	0	0%	40	56%	0	0%	0	0%	0	0%
	No	36	25%	6	19%	0	0%	1	5%	0	0%	26	36%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	79	56%	21	66%	0	0%	8	38%	0	0%	39	54%	0	0%	0	0%	0	0%
	No	52	37%	8	25%	0	0%	10	48%	0	0%	29	40%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	43	30%	7	22%	0	0%	8	38%	0	0%	26	36%	0	0%	0	0%	0	0%
	1-10%	37	26%	8	25%	0	0%	9	43%	0	0%	14	19%	0	0%	0	0%	0	0%
	11-15%	15	11%	3	9%	0	0%	0	0%	0	0%	9	13%	0	0%	0	0%	0	0%
	16-25%	9	6%	5	16%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	more than 25%	21	15%	5	16%	0	0%	0	0%	0	0%	13	18%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	104	73%	24	75%	0	0%	18	86%	0	0%	51	71%	0	0%	0	0%	0	0%
	neither	17	12%	4	13%	0	0%	3	14%	0	0%	9	13%	0	0%	0	0%	0	0%
	disagree/ strongly	15	11%	2	6%	0	0%	0	0%	0	0%	9	13%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	29	20%	10	31%	0	0%	2	10%	0	0%	12	17%	0	0%	0	0%	0	0%
	No	83	58%	15	47%	0	0%	9	43%	0	0%	50	69%	0	0%	0	0%	0	0%
Administer medications?	Yes	29	20%	10	31%	0	0%	2	10%	0	0%	12	17%	0	0%	0	0%	0	0%
	No	87	61%	15	47%	0	0%	14	67%	0	0%	47	65%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	61	43%	18	56%	0	0%	5	24%	0	0%	32	44%	0	0%	0	0%	0	0%
	No	8	6%	2	6%	0	0%	3	14%	0	0%	2	3%	0	0%	0	0%	0	0%
	not applicable	22	15%	2	6%	0	0%	4	19%	0	0%	14	19%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	69	49%	22	69%	0	0%	13	62%	0	0%	25	35%	0	0%	0	0%	0	0%
	No	60	42%	7	22%	0	0%	5	24%	0	0%	43	60%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	51	36%	12	38%	0	0%	7	33%	0	0%	24	33%	0	0%	0	0%	0	0%
	No	77	54%	16	50%	0	0%	10	48%	0	0%	44	61%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	37	26%	0	0%	0	0%	0	0%	0	0%	37	51%	0	0%	0	0%	0	0%
	No	32	23%	0	0%	0	0%	0	0%	0	0%	32	44%	0	0%	0	0%	0	0%
	not applicable	70	49%	32	100%	0	0%	21	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	13	9%	0	0%	0	0%	0	0%	0	0%	13	18%	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	7	5%	0	0%	0	0%	0	0%	0	0%	7	10%	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	5	0%	0	0%	0	0%	0	0%	0	0%	5	0%	0	0%	0	0%	0	0%
	not applicable	102	72%	32	100%	0	0%	21	100%	0	0%	32	44%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	129	91%	27	84%	0	0%	21	100%	0	0%	68	94%	0	0%	0	0%	0	0%
	No	7	5%	3	9%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	89	63%	23	72%	0	0%	7	33%	0	0%	49	68%	0	0%	0	0%	0	0%
	No	39	27%	7	22%	0	0%	8	38%	0	0%	18	25%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	87	61%	21	66%	0	0%	4	19%	0	0%	49	68%	0	0%	0	0%	0	0%
	No	43	30%	9	28%	0	0%	12	57%	0	0%	19	26%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	26	18%	7	22%	0	0%	2	10%	0	0%	14	19%	0	0%	0	0%	0	0%
	No	104	73%	21	66%	0	0%	16	76%	0	0%	54	75%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	10	7%	2	6%	0	0%	1	5%	0	0%	4	6%	0	0%	0	0%	0	0%
	No	122	86%	27	84%	0	0%	17	81%	0	0%	65	90%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	101	71%	23	72%	0	0%	16	76%	0	0%	51	71%	0	0%	0	0%	0	0%
	neither	21	15%	5	16%	0	0%	2	10%	0	0%	11	15%	0	0%	0	0%	0	0%
	disagree/ strongly	13	9%	2	6%	0	0%	2	10%	0	0%	7	10%	0	0%	0	0%	0	0%

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