2011 KEA ESP Survey Results: Letcher County

		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		77		3		20		4		5		37		0		0		7	
Demographics																			
Job category	Clerical	3	4%																
	Custodial	20	26%																
	Food Services	4	5%																
	Inst. Assts.	37	48%																
	Health/Student Services	5	6%																
	Skilled Trades	0	0%																
	Security Services	1	1%																
	Tech. Services	0	0%																
	Transportation	7	9%																
Work location	Elementary	46	60%	0	0%	8	40%	0	0%	0	0%	24	65%	0	0%	0	0%	0	0%
	Middle	11	14%	0	0%	3	15%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	High School	16	21%	0	0%	9	45%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	District Wide	1	1%	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	3	4%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Years employed	1 year	4	5%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	11	14%	0	0%	6	30%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	6-9 years	12	16%	0	0%	3	15%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	10-14 years	22	29%	0	0%	4	20%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
	15-19 years	14	18%	0	0%	1	5%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%
	20-24 years	7	9%	0	0%	3	15%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	25 or more	7	9%	0	0%	1	5%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Years in district	1 year	14	18%	0	0%	1	5%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%
	2-5 years	7	9%	0	0%	3	15%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	6-9 years	7	9%	0	0%	1	5%	0	0%	0	0%	2	5%	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	4	5%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	14	18%	0	0%	6	30%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	25 or more	12	16%	0	0%	3	15%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%

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

2011 KEA ESP Survey Results: Letcher County

		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	37	48%	0	0%	14	70%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
	tech/vocational	8	10%	0	0%	2	10%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	some college	10	13%	0	0%	3	15%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	associate's	13	17%	0	0%	1	5%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	bachelor's	5	6%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	master's	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Additional jobs in district?	None	52	68%	0	0%	13	65%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
	1	19	25%	0	0%	5	25%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	1	5%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	66	86%	0	0%	19	95%	0	0%	0	0%	29	78%	0	0%	0	0%	0	0%
	1	9	12%	0	0%	1	5%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	3	4%	0	0%	1	5%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	11-20 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	21-30 hours	8	10%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	31-40 hours	52	68%	0	0%	15	75%	0	0%	0	0%	26	70%	0	0%	0	0%	0	0%
	over 40 hours	12	16%	0	0%	4	20%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	51	66%	0	0%	13	65%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
	No	24	31%	0	0%	7	35%	0	0%	0	0%	11	30%	0	0%	0	0%	0	0%
Gender	Female	59	77%	0	0%	10	50%	0	0%	0	0%	35	95%	0	0%	0	0%	0	0%
	Male	17	22%	0	0%	10	50%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	2	3%	0	0%	2	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	6	8%	0	0%	1	5%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	40-49	22	29%	0	0%	5	25%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
	50-59	34	44%	0	0%	6	30%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%
	60-64	6	8%	0	0%	4	20%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	65 or older	6	8%	0	0%	2	10%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Letcher County

		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	3	4%	0	0%	2	10%	0	0%	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	75	97%	0	0%	18	90%	0	0%	0	0%	37	100%	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	40	52%	0	0%	11	55%	0	0%	0	0%	22	59%	0	0%	0	0%	0	0%
	No	33	43%	0	0%	8	40%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	25	32%	0	0%	5	25%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
	neither	7	9%	0	0%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	unsatisfied/ very	8	10%	0	0%	4	20%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	not applicable	33	43%	0	0%	8	40%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Letcher County

		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	8	10%	0	0%	3	15%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	No	68	88%	0	0%	17	85%	0	0%	0	0%	34	92%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	1-4 hours	3	4%	0	0%	1	5%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	5-8 hours	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	2	3%	0	0%	1	5%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	not applicable	68	88%	0	0%	17	85%	0	0%	0	0%	34	92%	0	0%	0	0%	0	0%
If so, compensated?	Yes	4	5%	0	0%	2	10%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	not applicable	68	88%	0	0%	17	85%	0	0%	0	0%	34	92%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	50	65%	0	0%	14	70%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
	No	16	21%	0	0%	6	30%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	22	29%	0	0%	10	50%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%
	1-10%	36	47%	0	0%	7	35%	0	0%	0	0%	18	49%	0	0%	0	0%	0	0%
	11-25%	10	13%	0	0%	2	10%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	26-50%	4	5%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	51-75%	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	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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		Disctrict 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	7	9%	0	0%	1	5%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	school district	71	92%	0	0%	19	95%	0	0%	0	0%	36	97%	0	0%	0	0%	0	0%
	college	6	8%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	KEA	1	1%	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	6	8%	0	0%	1	5%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	59	77%	0	0%	18	90%	0	0%	0	0%	28	76%	0	0%	0	0%	0	0%
	outside school district	4	5%	0	0%	1	5%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	both	14	18%	0	0%	1	5%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	61	79%	0	0%	9	45%	0	0%	0	0%	36	97%	0	0%	0	0%	0	0%
	No	13	17%	0	0%	9	45%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	14	18%	0	0%	10	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	31	40%	0	0%	7	35%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%
	5-8 days	24	31%	0	0%	1	5%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%
	more than 8 days	4	5%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Job Performance																			
Regularly evaluated?	Yes	76	99%	0	0%	20	100%	0	0%	0	0%	37	100%	0	0%	0	0%	0	0%
	No	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How often?	once/month	6	8%	0	0%	2	10%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	once/quarter	3	4%	0	0%	1	5%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	every 6 months	1	1%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	67	87%	0	0%	16	80%	0	0%	0	0%	34	92%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	48	62%	0	0%	11	55%	0	0%	0	0%	22	59%	0	0%	0	0%	0	0%
	administrator	12	16%	0	0%	2	10%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%
	colleagues	1	1%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	combination of people	13	17%	0	0%	7	35%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	50	65%	0	0%	13	65%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
	neither	18	23%	0	0%	2	10%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%
	disagree/ strongly	7	9%	0	0%	4	20%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	73	95%	0	0%	20	100%	0	0%	0	0%	34	92%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Is it accurate?	Yes	58	75%	0	0%	18	90%	0	0%	0	0%	24	65%	0	0%	0	0%	0	0%
	No	16	21%	0	0%	2	10%	0	0%	0	0%	11	30%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	41	53%	0	0%	13	65%	0	0%	0	0%	19	51%	0	0%	0	0%	0	0%
	No	34	44%	0	0%	7	35%	0	0%	0	0%	16	43%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	31	40%	0	0%	9	45%	0	0%	0	0%	13	35%	0	0%	0	0%	0	0%
	1-10%	25	32%	0	0%	7	35%	0	0%	0	0%	13	35%	0	0%	0	0%	0	0%
	11-15%	8	10%	0	0%	1	5%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	16-25%	3	4%	0	0%	1	5%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	more than 25%	6	8%	0	0%	2	10%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	48	62%	0	0%	15	75%	0	0%	0	0%	21	57%	0	0%	0	0%	0	0%
	neither	13	17%	0	0%	1	5%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	disagree/ strongly	16	21%	0	0%	4	20%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	8	10%	0	0%	3	15%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	67	87%	0	0%	16	80%	0	0%	0	0%	35	95%	0	0%	0	0%	0	0%
Administer medications?	Yes	8	10%	0	0%	3	15%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	54	70%	0	0%	19	95%	0	0%	0	0%	24	65%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	28	36%	0	0%	1	5%	0	0%	0	0%	19	51%	0	0%	0	0%	0	0%
	No	1	1%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	17	22%	0	0%	6	30%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	31	40%	0	0%	12	60%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%
	No	45	58%	0	0%	8	40%	0	0%	0	0%	27	73%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	41	53%	0	0%	10	50%	0	0%	0	0%	21	57%	0	0%	0	0%	0	0%
	No	34	44%	0	0%	9	45%	0	0%	0	0%	15	41%	0	0%	0	0%	0	0%

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Instructional Assistants expected to cover classes?	Yes	18	23%	0	0%	0	0%	0	0%	0	0%	18	49%	0	0%	0	0%	0	0%
	No	17	22%	0	0%	0	0%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%
	not applicable	40	52%	0	0%	20	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	11	14%	0	0%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	0	0%
	2-3 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	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	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	57	74%	0	0%	20	100%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	71	92%	0	0%	18	90%	0	0%	0	0%	35	95%	0	0%	0	0%	0	0%
	No	4	5%	0	0%	2	10%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	46	60%	0	0%	14	70%	0	0%	0	0%	20	54%	0	0%	0	0%	0	0%
	No	28	36%	0	0%	4	20%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	38	49%	0	0%	5	25%	0	0%	0	0%	21	57%	0	0%	0	0%	0	0%
	No	38	49%	0	0%	15	75%	0	0%	0	0%	16	43%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	20	26%	0	0%	4	20%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
	No	55	71%	0	0%	15	75%	0	0%	0	0%	23	62%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	5%	0	0%	2	10%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	72	94%	0	0%	18	90%	0	0%	0	0%	36	97%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	63	82%	0	0%	16	80%	0	0%	0	0%	33	89%	0	0%	0	0%	0	0%
	neither	9	12%	0	0%	1	5%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	disagree/ strongly	4	5%	0	0%	3	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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