

2011 KEA ESP Survey Results: Muhlenberg County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		43		7		0		0		1		29		6		0		0		
Demographics																				
Job category	Clerical	7	16%																	
	Custodial	0	0%																	
	Food Services	0	0%																	
	Inst. Assts.	29	67%																	
	Health/Student Services	1	2%																	
	Skilled Trades	6	14%																	
	Security Services	0	0%																	
	Tech. Services	0	0%																	
	Transportation	0	0%																	
Work location	Elementary	41	95%	0	0%	0	0%	0	0%	0	0%	28	97%	0	0%	0	0%	0	0%	
	Middle	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
	High School	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	District Wide	0	0%	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%	0
Years employed	1 year	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	2-5 years	11	26%	0	0%	0	0%	0	0%	0	0%	8	28%	0	0%	0	0%	0	0%	
	6-9 years	8	19%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%	
	10-14 years	10	23%	0	0%	0	0%	0	0%	0	0%	7	24%	0	0%	0	0%	0	0%	
	15-19 years	7	16%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%	
	20-24 years	5	12%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%	
	25 or more	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years in district	1 year	7	16%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%	
	2-5 years	5	12%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%	
	6-9 years	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
	15-19 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	
	20-24 years	14	33%	0	0%	0	0%	0	0%	0	0%	12	41%	0	0%	0	0%	0	0%	
25 or more	9	21%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%		

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Education level	HS or GED	12	28%	0	0%	0	0%	0	0%	0	0%	11	38%	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	16	37%	0	0%	0	0%	0	0%	0	0%	10	34%	0	0%	0	0%	0	0%
	associate's	3	7%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	bachelor's	4	9%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	master's	3	7%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Additional jobs in district?	None	39	91%	0	0%	0	0%	0	0%	0	0%	25	86%	0	0%	0	0%	0	0%
	1	4	9%	0	0%	0	0%	0	0%	0	0%	4	14%	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	35	81%	0	0%	0	0%	0	0%	0	0%	23	79%	0	0%	0	0%	0	0%
	1	7	16%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	2	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	11-20 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	31-40 hours	28	65%	0	0%	0	0%	0	0%	0	0%	21	72%	0	0%	0	0%	0	0%
	over 40 hours	11	26%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	31	72%	0	0%	0	0%	0	0%	0	0%	22	76%	0	0%	0	0%	0	0%
	No	12	28%	0	0%	0	0%	0	0%	0	0%	7	24%	0	0%	0	0%	0	0%
Gender	Female	43	100%	0	0%	0	0%	0	0%	0	0%	29	100%	0	0%	0	0%	0	0%
	Male	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	2	5%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	25-29	3	7%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	30-39	12	28%	0	0%	0	0%	0	0%	0	0%	8	28%	0	0%	0	0%	0	0%
	40-49	10	23%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	50-59	15	35%	0	0%	0	0%	0	0%	0	0%	11	38%	0	0%	0	0%	0	0%
	60-64	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	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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Working Conditions																			
Job description?	Yes	40	93%	0	0%	0	0%	0	0%	0	0%	28	97%	0	0%	0	0%	0	0%
	No	3	7%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Is it accurate?	Yes	33	77%	0	0%	0	0%	0	0%	0	0%	24	83%	0	0%	0	0%	0	0%
	No	9	21%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	25	58%	0	0%	0	0%	0	0%	0	0%	12	41%	0	0%	0	0%	0	0%
	No	18	42%	0	0%	0	0%	0	0%	0	0%	17	59%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	16	37%	0	0%	0	0%	0	0%	0	0%	16	55%	0	0%	0	0%	0	0%
	1-10%	15	35%	0	0%	0	0%	0	0%	0	0%	8	28%	0	0%	0	0%	0	0%
	11-15%	5	12%	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%	2	7%	0	0%	0	0%	0	0%
	more than 25%	2	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	35	81%	0	0%	0	0%	0	0%	0	0%	22	76%	0	0%	0	0%	0	0%
	neither	4	9%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	disagree/ strongly	4	9%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	4	9%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	No	36	84%	0	0%	0	0%	0	0%	0	0%	24	83%	0	0%	0	0%	0	0%
Administer medications?	Yes	4	9%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
	No	36	84%	0	0%	0	0%	0	0%	0	0%	26	90%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	7	16%	0	0%	0	0%	0	0%	0	0%	3	10%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	not applicable	9	21%	0	0%	0	0%	0	0%	0	0%	8	28%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	32	74%	0	0%	0	0%	0	0%	0	0%	20	69%	0	0%	0	0%	0	0%
	No	11	26%	0	0%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	16	37%	0	0%	0	0%	0	0%	0	0%	11	38%	0	0%	0	0%	0	0%
	No	21	49%	0	0%	0	0%	0	0%	0	0%	15	52%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	5	12%	0	0%	0	0%	0	0%	0	0%	5	17%	0	0%	0	0%	0	0%
	No	21	49%	0	0%	0	0%	0	0%	0	0%	21	72%	0	0%	0	0%	0	0%
	not applicable	14	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	4	9%	0	0%	0	0%	0	0%	0	0%	4	14%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 10 times/week	0	2%	0	0%	0	0%	0	0%	0	0%	0	3%	0	0%	0	0%	0	0%
	not applicable	35	81%	0	0%	0	0%	0	0%	0	0%	21	72%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	43	100%	0	0%	0	0%	0	0%	0	0%	29	100%	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%
District's student discipline policy consistently followed?	Yes	37	86%	0	0%	0	0%	0	0%	0	0%	24	83%	0	0%	0	0%	0	0%
	No	4	9%	0	0%	0	0%	0	0%	0	0%	4	14%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	29	67%	0	0%	0	0%	0	0%	0	0%	19	66%	0	0%	0	0%	0	0%
	No	12	28%	0	0%	0	0%	0	0%	0	0%	9	31%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	42	98%	0	0%	0	0%	0	0%	0	0%	29	100%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	43	100%	0	0%	0	0%	0	0%	0	0%	29	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	38	88%	0	0%	0	0%	0	0%	0	0%	26	90%	0	0%	0	0%	0	0%
	neither	3	7%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	disagree/ strongly	2	5%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%

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