

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
<b>Total Responses</b>		126		28		9		14		3		67		2		2		1		
<b>Demographics</b>																				
Job category	Clerical	28	22%																	
	Custodial	9	7%																	
	Food Services	14	11%																	
	Inst. Assts.	67	53%																	
	Health/Student Services	3	2%																	
	Skilled Trades	2	2%																	
	Security Services	0	0%																	
	Tech. Services	2	2%																	
	Transportation	1	1%																	
Work location	Elementary	70	56%	15	54%	0	0%	4	29%	0	0%	43	64%	0	0%	0	0%	0	0%	
	Middle	13	10%	3	11%	0	0%	4	29%	0	0%	3	4%	0	0%	0	0%	0	0%	
	High School	38	30%	9	32%	0	0%	6	43%	0	0%	19	28%	0	0%	0	0%	0	0%	
	District Wide	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	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%	0
	Combination	2	2%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%	0
Years employed	1 year	7	6%	0	0%	0	0%	1	7%	0	0%	4	6%	0	0%	0	0%	0	0%	
	2-5 years	24	19%	10	36%	0	0%	4	29%	0	0%	7	10%	0	0%	0	0%	0	0%	
	6-9 years	30	24%	7	25%	0	0%	1	7%	0	0%	18	27%	0	0%	0	0%	0	0%	
	10-14 years	24	19%	2	7%	0	0%	2	14%	0	0%	19	28%	0	0%	0	0%	0	0%	
	15-19 years	19	15%	3	11%	0	0%	4	29%	0	0%	7	10%	0	0%	0	0%	0	0%	
	20-24 years	17	13%	5	18%	0	0%	0	0%	0	0%	10	15%	0	0%	0	0%	0	0%	
	25 or more	5	4%	1	4%	0	0%	2	14%	0	0%	2	3%	0	0%	0	0%	0	0%	
Years in district	1 year	19	15%	3	11%	0	0%	4	29%	0	0%	7	10%	0	0%	0	0%	0	0%	
	2-5 years	17	13%	5	18%	0	0%	0	0%	0	0%	10	15%	0	0%	0	0%	0	0%	
	6-9 years	5	4%	1	4%	0	0%	2	14%	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	12	10%	0	0%	0	0%	1	7%	0	0%	7	10%	0	0%	0	0%	0	0%	
	20-24 years	31	25%	11	39%	0	0%	4	29%	0	0%	12	18%	0	0%	0	0%	0	0%	
	25 or more	22	17%	7	25%	0	0%	1	7%	0	0%	10	15%	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	34	27%	2	7%	0	0%	8	57%	0	0%	18	27%	0	0%	0	0%	0	0%
	tech/vocational	5	4%	2	7%	0	0%	1	7%	0	0%	2	3%	0	0%	0	0%	0	0%
	some college	36	29%	10	36%	0	0%	2	14%	0	0%	22	33%	0	0%	0	0%	0	0%
	associate's	15	12%	5	18%	0	0%	0	0%	0	0%	7	10%	0	0%	0	0%	0	0%
	bachelor's	27	21%	8	29%	0	0%	3	21%	0	0%	13	19%	0	0%	0	0%	0	0%
	master's	7	6%	1	4%	0	0%	0	0%	0	0%	4	6%	0	0%	0	0%	0	0%
Additional jobs in district?	None	111	88%	26	93%	0	0%	13	93%	0	0%	58	87%	0	0%	0	0%	0	0%
	1	12	10%	0	0%	0	0%	1	7%	0	0%	8	12%	0	0%	0	0%	0	0%
	2	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	95	75%	22	79%	0	0%	12	86%	0	0%	47	70%	0	0%	0	0%	0	0%
	1	27	21%	5	18%	0	0%	2	14%	0	0%	17	25%	0	0%	0	0%	0	0%
	2	2	2%	1	4%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	1	1%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	7	6%	0	0%	0	0%	3	21%	0	0%	3	4%	0	0%	0	0%	0	0%
	21-30 hours	12	10%	1	4%	0	0%	5	36%	0	0%	6	9%	0	0%	0	0%	0	0%
	31-40 hours	83	66%	19	68%	0	0%	5	36%	0	0%	49	73%	0	0%	0	0%	0	0%
	over 40 hours	23	18%	8	29%	0	0%	0	0%	0	0%	9	13%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	99	79%	21	75%	0	0%	13	93%	0	0%	55	82%	0	0%	0	0%	0	0%
	No	26	21%	7	25%	0	0%	1	7%	0	0%	12	18%	0	0%	0	0%	0	0%
Gender	Female	109	87%	27	96%	0	0%	12	86%	0	0%	62	93%	0	0%	0	0%	0	0%
	Male	15	12%	1	4%	0	0%	1	7%	0	0%	5	7%	0	0%	0	0%	0	0%
Age	under 25	6	5%	0	0%	0	0%	0	0%	0	0%	6	9%	0	0%	0	0%	0	0%
	25-29	4	3%	0	0%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	30-39	13	10%	4	14%	0	0%	2	14%	0	0%	6	9%	0	0%	0	0%	0	0%
	40-49	48	38%	11	39%	0	0%	6	43%	0	0%	24	36%	0	0%	0	0%	0	0%
	50-59	40	32%	10	36%	0	0%	5	36%	0	0%	22	33%	0	0%	0	0%	0	0%
	60-64	10	8%	2	7%	0	0%	0	0%	0	0%	6	9%	0	0%	0	0%	0	0%
	65 or older	5	4%	1	4%	0	0%	1	7%	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	
Racial group	American Indian	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Asian	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	2	2%	0	0%	0	0%	1	7%	0	0%	1	1%	0	0%	0	0%	0	0%
	Caucasian	122	97%	27	96%	0	0%	13	93%	0	0%	65	97%	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	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
<b>Association Membership</b>																			
KEA member?	Yes	10	8%	0	0%	0	0%	2	14%	0	0%	8	12%	0	0%	0	0%	0	0%
	No	113	90%	25	89%	0	0%	12	86%	0	0%	59	88%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	4	3%	0	0%	0	0%	1	7%	0	0%	3	4%	0	0%	0	0%	0	0%
	neither	5	4%	0	0%	0	0%	0	0%	0	0%	5	7%	0	0%	0	0%	0	0%
	unsatisfied/ very	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	113	90%	25	89%	0	0%	12	86%	0	0%	59	88%	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		
<b>Wages and Benefits</b>																				
Required overtime?	Yes	12	10%	3	11%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%	
	No	114	90%	25	89%	0	0%	14	100%	0	0%	64	96%	0	0%	0	0%	0	0%	
If so, how many hours?	0 hours	1	1%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	1-4 hours	7	6%	2	7%	0	0%	0	0%	0	0%	3	4%	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	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	not applicable	114	90%	25	89%	0	0%	14	100%	0	0%	64	96%	0	0%	0	0%	0	0%	
If so, compensated?	Yes	4	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	No	8	6%	3	11%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%	
	not applicable	114	90%	25	89%	0	0%	14	100%	0	0%	64	96%	0	0%	0	0%	0	0%	
Benefits a main factor in employment?	Yes	62	49%	13	46%	0	0%	7	50%	0	0%	30	45%	0	0%	0	0%	0	0%	
	No	59	47%	14	50%	0	0%	7	50%	0	0%	33	49%	0	0%	0	0%	0	0%	
% salary going toward health insurance	0%	34	27%	7	25%	0	0%	5	36%	0	0%	21	31%	0	0%	0	0%	0	0%	
	1-10%	44	35%	10	36%	0	0%	3	21%	0	0%	23	34%	0	0%	0	0%	0	0%	
	11-25%	21	17%	5	18%	0	0%	2	14%	0	0%	9	13%	0	0%	0	0%	0	0%	
	26-50%	17	13%	5	18%	0	0%	2	14%	0	0%	9	13%	0	0%	0	0%	0	0%	
	51-75%	2	2%	0	0%	0	0%	1	7%	0	0%	1	1%	0	0%	0	0%	0	0%	
	over 75%	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%	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	
<b>Training and PD</b>																			
Where received initial training?	department	50	40%	11	39%	0	0%	4	29%	0	0%	30	45%	0	0%	0	0%	0	0%
	school district	80	64%	20	71%	0	0%	12	86%	0	0%	38	57%	0	0%	0	0%	0	0%
	college	20	16%	4	14%	0	0%	0	0%	0	0%	13	19%	0	0%	0	0%	0	0%
	KEA	1	1%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	NEA	1	1%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	27	22%	5	18%	0	0%	3	21%	0	0%	16	24%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	69	55%	16	57%	0	0%	10	71%	0	0%	37	55%	0	0%	0	0%	0	0%
	outside school district	16	13%	3	11%	0	0%	0	0%	0	0%	9	13%	0	0%	0	0%	0	0%
	both	41	33%	9	32%	0	0%	4	29%	0	0%	21	31%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	75	60%	10	36%	0	0%	10	71%	0	0%	47	70%	0	0%	0	0%	0	0%
	No	46	37%	17	61%	0	0%	4	29%	0	0%	16	24%	0	0%	0	0%	0	0%
How many days?	0 days	44	35%	14	50%	0	0%	4	29%	0	0%	17	25%	0	0%	0	0%	0	0%
	1-4 days	65	52%	12	43%	0	0%	10	71%	0	0%	38	57%	0	0%	0	0%	0	0%
	5-8 days	12	10%	1	4%	0	0%	0	0%	0	0%	10	15%	0	0%	0	0%	0	0%
	more than 8 days	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%

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<b>Job Performance</b>																			
Regularly evaluated?	Yes	109	87%	28	100%	0	0%	13	93%	0	0%	51	76%	0	0%	0	0%	0	0%
	No	5	4%	0	0%	0	0%	1	7%	0	0%	4	6%	0	0%	0	0%	0	0%
How often?	once/month	3	2%	0	0%	0	0%	1	7%	0	0%	2	3%	0	0%	0	0%	0	0%
	once/quarter	3	2%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	6	5%	0	0%	0	0%	0	0%	0	0%	5	7%	0	0%	0	0%	0	0%
	once/year	99	79%	28	100%	0	0%	12	86%	0	0%	45	67%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	62	49%	13	46%	0	0%	11	79%	0	0%	30	45%	0	0%	0	0%	0	0%
	administrator	33	26%	12	43%	0	0%	2	14%	0	0%	13	19%	0	0%	0	0%	0	0%
	colleagues	3	2%	0	0%	0	0%	1	7%	0	0%	2	3%	0	0%	0	0%	0	0%
	combination of people	15	12%	3	11%	0	0%	0	0%	0	0%	9	13%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	86	68%	20	71%	0	0%	9	64%	0	0%	44	66%	0	0%	0	0%	0	0%
	neither	15	12%	6	21%	0	0%	4	29%	0	0%	3	4%	0	0%	0	0%	0	0%
	disagree/ strongly	13	10%	2	7%	0	0%	1	7%	0	0%	8	12%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	103	82%	26	93%	0	0%	12	86%	0	0%	50	75%	0	0%	0	0%	0	0%
	No	9	7%	2	7%	0	0%	2	14%	0	0%	5	7%	0	0%	0	0%	0	0%
Is it accurate?	Yes	83	66%	19	68%	0	0%	9	64%	0	0%	43	64%	0	0%	0	0%	0	0%
	No	27	21%	9	32%	0	0%	4	29%	0	0%	11	16%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	67	53%	22	79%	0	0%	6	43%	0	0%	30	45%	0	0%	0	0%	0	0%
	No	45	36%	6	21%	0	0%	8	57%	0	0%	25	37%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	44	35%	5	18%	0	0%	6	43%	0	0%	27	40%	0	0%	0	0%	0	0%
	1-10%	43	34%	14	50%	0	0%	5	36%	0	0%	21	31%	0	0%	0	0%	0	0%
	11-15%	10	8%	3	11%	0	0%	1	7%	0	0%	5	7%	0	0%	0	0%	0	0%
	16-25%	7	6%	2	7%	0	0%	1	7%	0	0%	1	1%	0	0%	0	0%	0	0%
	more than 25%	6	5%	4	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	86	68%	25	89%	0	0%	9	64%	0	0%	39	58%	0	0%	0	0%	0	0%
	neither	13	10%	2	7%	0	0%	2	14%	0	0%	6	9%	0	0%	0	0%	0	0%
	disagree/ strongly	15	12%	1	4%	0	0%	3	21%	0	0%	10	15%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	27	21%	3	11%	0	0%	6	43%	0	0%	12	18%	0	0%	0	0%	0	0%
	No	70	56%	18	64%	0	0%	6	43%	0	0%	37	55%	0	0%	0	0%	0	0%
Administer medications?	Yes	27	21%	3	11%	0	0%	6	43%	0	0%	12	18%	0	0%	0	0%	0	0%
	No	76	60%	10	36%	0	0%	13	93%	0	0%	40	60%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	43	34%	18	64%	0	0%	1	7%	0	0%	20	30%	0	0%	0	0%	0	0%
	No	8	6%	1	4%	0	0%	2	14%	0	0%	3	4%	0	0%	0	0%	0	0%
	not applicable	5	4%	1	4%	0	0%	2	14%	0	0%	2	3%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	73	58%	18	64%	0	0%	7	50%	0	0%	37	55%	0	0%	0	0%	0	0%
	No	39	31%	10	36%	0	0%	7	50%	0	0%	18	27%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	59	47%	14	50%	0	0%	6	43%	0	0%	27	40%	0	0%	0	0%	0	0%
	No	47	37%	12	43%	0	0%	5	36%	0	0%	27	40%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	26	21%	0	0%	0	0%	0	0%	0	0%	26	39%	0	0%	0	0%	0	0%
	No	24	19%	0	0%	0	0%	0	0%	0	0%	24	36%	0	0%	0	0%	0	0%
	not applicable	59	47%	28	100%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	8	6%	0	0%	0	0%	0	0%	0	0%	8	12%	0	0%	0	0%	0	0%
	2-3 times/week	6	5%	0	0%	0	0%	0	0%	0	0%	6	9%	0	0%	0	0%	0	0%
	4-5 times/week	7	6%	0	0%	0	0%	0	0%	0	0%	7	10%	0	0%	0	0%	0	0%
	6-10 times/week	3	2%	0	0%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
	more than 10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	not applicable	83	66%	28	100%	0	0%	14	100%	0	0%	24	36%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	108	86%	27	96%	0	0%	14	100%	0	0%	51	76%	0	0%	0	0%	0	0%
	No	5	4%	1	4%	0	0%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	86	68%	23	82%	0	0%	8	57%	0	0%	43	64%	0	0%	0	0%	0	0%
	No	22	17%	4	14%	0	0%	4	29%	0	0%	11	16%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	52	41%	8	29%	0	0%	4	29%	0	0%	31	46%	0	0%	0	0%	0	0%
	No	57	45%	19	68%	0	0%	9	64%	0	0%	23	34%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	17	13%	2	7%	0	0%	1	7%	0	0%	13	19%	0	0%	0	0%	0	0%
	No	92	73%	26	93%	0	0%	11	79%	0	0%	41	61%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	3	2%	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	109	87%	26	93%	0	0%	13	93%	0	0%	54	81%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	103	82%	24	86%	0	0%	12	86%	0	0%	51	76%	0	0%	0	0%	0	0%
	neither	8	6%	4	14%	0	0%	1	7%	0	0%	2	3%	0	0%	0	0%	0	0%
	disagree/ strongly	2	2%	0	0%	0	0%	1	7%	0	0%	1	1%	0	0%	0	0%	0	0%

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