

2011 KEA ESP Survey Results: Peducah Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		60		6		6		6		2		37		1		0		1	
Demographics																			
Job category	Clerical	6	10%																
	Custodial	6	10%																
	Food Services	6	10%																
	Inst. Assts.	37	62%																
	Health/Student Services	2	3%																
	Skilled Trades	1	2%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	1	2%																
Work location	Elementary	42	70%	0	0%	0	0%	0	0%	0	0%	32	86%	0	0%	0	0%	0	0%
	Middle	11	18%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	High School	5	8%	0	0%	0	0%	0	0%	0	0%	1	3%	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	1	2%	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%
Years employed	1 year	4	7%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	2-5 years	12	20%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	6-9 years	8	13%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	10-14 years	16	27%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	15-19 years	7	12%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	20-24 years	6	10%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	25 or more	7	12%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Years in district	1 year	7	12%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	2-5 years	6	10%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	6-9 years	7	12%	0	0%	0	0%	0	0%	0	0%	3	8%	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	7%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	20-24 years	13	22%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
25 or more	8	13%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%	

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

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		Disctrict Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	5	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	tech/vocational	4	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	16	27%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
	associate's	14	23%	0	0%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%
	bachelor's	16	27%	0	0%	0	0%	0	0%	0	0%	13	35%	0	0%	0	0%	0	0%
	master's	3	5%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Additional jobs in district?	None	49	82%	0	0%	0	0%	0	0%	0	0%	30	81%	0	0%	0	0%	0	0%
	1	9	15%	0	0%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	2	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	38	63%	0	0%	0	0%	0	0%	0	0%	24	65%	0	0%	0	0%	0	0%
	1	14	23%	0	0%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%
	2	8	13%	0	0%	0	0%	0	0%	0	0%	4	11%	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	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	42	70%	0	0%	0	0%	0	0%	0	0%	29	78%	0	0%	0	0%	0	0%
	over 40 hours	15	25%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	38	63%	0	0%	0	0%	0	0%	0	0%	26	70%	0	0%	0	0%	0	0%
	No	20	33%	0	0%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%
Gender	Female	47	78%	0	0%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	0	0%
	Male	12	20%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
Age	under 25	3	5%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	25-29	7	12%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	30-39	8	13%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	40-49	14	23%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	50-59	22	37%	0	0%	0	0%	0	0%	0	0%	13	35%	0	0%	0	0%	0	0%
	60-64	5	8%	0	0%	0	0%	0	0%	0	0%	3	8%	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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2011 KEA ESP Survey Results: Peducah Independent

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Racial group	American Indian	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	Asian	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Black/African American	18	31%	0	0%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	0	0%
	Caucasian	40	68%	0	0%	0	0%	0	0%	0	0%	25	68%	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	21	35%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
	No	38	63%	0	0%	0	0%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	12	20%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
	neither	4	7%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	unsatisfied/ very	4	7%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	not applicable	38	63%	0	0%	0	0%	0	0%	0	0%	25	68%	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	31	52%	0	0%	0	0%	0	0%	0	0%	23	62%	0	0%	0	0%	0	0%
	No	28	47%	0	0%	0	0%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	27	45%	0	0%	0	0%	0	0%	0	0%	22	59%	0	0%	0	0%	0	0%
	5-8 hours	2	3%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	more than 8 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	28	47%	0	0%	0	0%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
If so, compensated?	Yes	5	8%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	No	24	40%	0	0%	0	0%	0	0%	0	0%	20	54%	0	0%	0	0%	0	0%
	not applicable	28	47%	0	0%	0	0%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	35	58%	0	0%	0	0%	0	0%	0	0%	21	57%	0	0%	0	0%	0	0%
	No	21	35%	0	0%	0	0%	0	0%	0	0%	14	38%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	12	20%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	1-10%	24	40%	0	0%	0	0%	0	0%	0	0%	13	35%	0	0%	0	0%	0	0%
	11-25%	11	18%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	26-50%	9	15%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	51-75%	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	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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2011 KEA ESP Survey Results: Peducah Independent

		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	13	22%	0	0%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	school district	33	57%	0	0%	0	0%	0	0%	0	0%	22	59%	0	0%	0	0%	0	0%
	college	18	31%	0	0%	0	0%	0	0%	0	0%	15	41%	0	0%	0	0%	0	0%
	KEA	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	NEA	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	other professional organization	10	17%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	27	45%	0	0%	0	0%	0	0%	0	0%	16	43%	0	0%	0	0%	0	0%
	outside school district	19	32%	0	0%	0	0%	0	0%	0	0%	13	35%	0	0%	0	0%	0	0%
	both	11	18%	0	0%	0	0%	0	0%	0	0%	7	19%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	48	80%	0	0%	0	0%	0	0%	0	0%	35	95%	0	0%	0	0%	0	0%
	No	9	15%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
How many days?	0 days	4	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	38	63%	0	0%	0	0%	0	0%	0	0%	26	70%	0	0%	0	0%	0	0%
	5-8 days	9	15%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	more than 8 days	3	5%	0	0%	0	0%	0	0%	0	0%	2	5%	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		
Job Performance																				
Regularly evaluated?	Yes	52	87%	0	0%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	0	0%	
	No	5	8%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%	
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/quarter	3	5%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%	
	every 6 months	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	once/year	53	88%	0	0%	0	0%	0	0%	0	0%	34	92%	0	0%	0	0%	0	0%	
Who evaluates?	supervisor	21	35%	0	0%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%	
	administrator	21	35%	0	0%	0	0%	0	0%	0	0%	16	43%	0	0%	0	0%	0	0%	
	colleagues	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	
	combination of people	12	20%	0	0%	0	0%	0	0%	0	0%	9	24%	0	0%	0	0%	0	0%	
My supervisor helps me be effective in my job.	agree/strongly	32	53%	0	0%	0	0%	0	0%	0	0%	22	59%	0	0%	0	0%	0	0%	
	neither	14	23%	0	0%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%	
	disagree/ strongly	10	17%	0	0%	0	0%	0	0%	0	0%	5	14%	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	
Working Conditions																			
Job description?	Yes	55	92%	0	0%	0	0%	0	0%	0	0%	36	97%	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%
Is it accurate?	Yes	39	65%	0	0%	0	0%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
	No	17	28%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	43	72%	0	0%	0	0%	0	0%	0	0%	28	76%	0	0%	0	0%	0	0%
	No	13	22%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	10	17%	0	0%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	1-10%	14	23%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
	11-15%	14	23%	0	0%	0	0%	0	0%	0	0%	8	22%	0	0%	0	0%	0	0%
	16-25%	8	13%	0	0%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	more than 25%	8	13%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	46	77%	0	0%	0	0%	0	0%	0	0%	32	86%	0	0%	0	0%	0	0%
	neither	6	10%	0	0%	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%	0	0%
	disagree/ strongly	5	8%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	10	17%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	No	38	63%	0	0%	0	0%	0	0%	0	0%	29	78%	0	0%	0	0%	0	0%
Administer medications?	Yes	10	17%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	No	44	73%	0	0%	0	0%	0	0%	0	0%	29	78%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	12	20%	0	0%	0	0%	0	0%	0	0%	8	22%	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	14	23%	0	0%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	27	45%	0	0%	0	0%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%
	No	25	42%	0	0%	0	0%	0	0%	0	0%	18	49%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	28	47%	0	0%	0	0%	0	0%	0	0%	18	49%	0	0%	0	0%	0	0%
	No	22	37%	0	0%	0	0%	0	0%	0	0%	17	46%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	25	42%	0	0%	0	0%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
	No	10	17%	0	0%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%
	not applicable	23	38%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	12	20%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
	2-3 times/week	6	10%	0	0%	0	0%	0	0%	0	0%	6	16%	0	0%	0	0%	0	0%
	4-5 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
	6-10 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%
	more than 10 times/week	1	3%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	33	55%	0	0%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	54	90%	0	0%	0	0%	0	0%	0	0%	36	97%	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%
District's student discipline policy consistently followed?	Yes	40	67%	0	0%	0	0%	0	0%	0	0%	27	73%	0	0%	0	0%	0	0%
	No	14	23%	0	0%	0	0%	0	0%	0	0%	10	27%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	30	50%	0	0%	0	0%	0	0%	0	0%	25	68%	0	0%	0	0%	0	0%
	No	24	40%	0	0%	0	0%	0	0%	0	0%	12	32%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	17	28%	0	0%	0	0%	0	0%	0	0%	11	30%	0	0%	0	0%	0	0%
	No	38	63%	0	0%	0	0%	0	0%	0	0%	26	70%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	10	17%	0	0%	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%	0	0%
	No	47	78%	0	0%	0	0%	0	0%	0	0%	32	86%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	51	85%	0	0%	0	0%	0	0%	0	0%	33	89%	0	0%	0	0%	0	0%
	neither	4	7%	0	0%	0	0%	0	0%	0	0%	4	11%	0	0%	0	0%	0	0%
	disagree/ strongly	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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