

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		135		19		19		9		11		69		1		1		3	
<b>Demographics</b>																			
Job category	Clerical	19	14%																
	Custodial	19	14%																
	Food Services	9	7%																
	Inst. Assts.	69	51%																
	Health/Student Services	11	8%																
	Skilled Trades	1	1%																
	Security Services	0	0%																
	Tech. Services	1	1%																
	Transportation	3	2%																
Work location	Elementary	93	69%	7	37%	13	68%	0	0%	6	55%	55	80%	0	0%	0	0%	0	0%
	Middle	4	3%	0	0%	1	5%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	High School	13	10%	5	26%	3	16%	0	0%	1	9%	4	6%	0	0%	0	0%	0	0%
	District Wide	7	5%	4	21%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	4	3%	0	0%	1	5%	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%
	Combination	9	7%	1	5%	1	5%	0	0%	0	0%	6	9%	0	0%	0	0%	0	0%
Years employed	1 year	4	3%	0	0%	0	0%	0	0%	1	9%	2	3%	0	0%	0	0%	0	0%
	2-5 years	29	21%	3	16%	5	26%	0	0%	5	45%	9	13%	0	0%	0	0%	0	0%
	6-9 years	32	24%	4	21%	4	21%	0	0%	2	18%	20	29%	0	0%	0	0%	0	0%
	10-14 years	28	21%	2	11%	4	21%	0	0%	0	0%	21	30%	0	0%	0	0%	0	0%
	15-19 years	26	19%	4	21%	4	21%	0	0%	1	9%	14	20%	0	0%	0	0%	0	0%
	20-24 years	9	7%	5	26%	1	5%	0	0%	1	9%	1	1%	0	0%	0	0%	0	0%
	25 or more	6	4%	1	5%	1	5%	0	0%	1	9%	2	3%	0	0%	0	0%	0	0%
Years in district	1 year	26	19%	4	21%	4	21%	0	0%	1	9%	14	20%	0	0%	0	0%	0	0%
	2-5 years	9	7%	5	26%	1	5%	0	0%	1	9%	1	1%	0	0%	0	0%	0	0%
	6-9 years	6	4%	1	5%	1	5%	0	0%	1	9%	2	3%	0	0%	0	0%	0	0%
	10-14 years	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	4	3%	0	0%	0	0%	0	0%	1	9%	2	3%	0	0%	0	0%	0	0%
	20-24 years	29	21%	3	16%	6	32%	0	0%	5	45%	9	13%	0	0%	0	0%	0	0%
25 or more	32	24%	4	21%	4	21%	0	0%	2	18%	20	29%	0	0%	0	0%	0	0%	

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Education level	HS or GED	57	42%	7	37%	11	58%	0	0%	1	9%	31	45%	0	0%	0	0%	0	0%
	tech/vocational	5	4%	2	11%	1	5%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	some college	39	29%	3	16%	3	16%	0	0%	2	18%	25	36%	0	0%	0	0%	0	0%
	associate's	18	13%	3	16%	2	11%	0	0%	4	36%	8	12%	0	0%	0	0%	0	0%
	bachelor's	6	4%	3	16%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%
	master's	3	2%	1	5%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	117	87%	18	95%	15	79%	0	0%	10	91%	58	84%	0	0%	0	0%	0	0%
	1	13	10%	0	0%	3	16%	0	0%	1	9%	8	12%	0	0%	0	0%	0	0%
	2	4	3%	0	0%	1	5%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	114	84%	17	89%	14	74%	0	0%	10	91%	60	87%	0	0%	0	0%	0	0%
	1	16	12%	1	5%	4	21%	0	0%	1	9%	8	12%	0	0%	0	0%	0	0%
	2	3	2%	0	0%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	5	4%	2	11%	1	5%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	11-20 hours	3	2%	1	5%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	7	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	105	78%	14	74%	12	63%	0	0%	11	100%	61	88%	0	0%	0	0%	0	0%
	over 40 hours	10	7%	1	5%	5	26%	0	0%	0	0%	3	4%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	107	79%	15	79%	12	63%	0	0%	7	64%	61	88%	0	0%	0	0%	0	0%
	No	26	19%	4	21%	7	37%	0	0%	4	36%	7	10%	0	0%	0	0%	0	0%
Gender	Female	126	93%	19	100%	15	79%	0	0%	11	100%	69	100%	0	0%	0	0%	0	0%
	Male	7	5%	0	0%	4	21%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	25-29	4	3%	0	0%	0	0%	0	0%	2	18%	2	3%	0	0%	0	0%	0	0%
	30-39	34	25%	2	11%	5	26%	0	0%	4	36%	19	28%	0	0%	0	0%	0	0%
	40-49	48	36%	8	42%	6	32%	0	0%	3	27%	27	39%	0	0%	0	0%	0	0%
	50-59	42	31%	9	47%	7	37%	0	0%	2	18%	16	23%	0	0%	0	0%	0	0%
	60-64	3	2%	0	0%	1	5%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	65 or older	2	1%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	127	94%	16	84%	17	89%	0	0%	10	91%	67	97%	0	0%	0	0%	0	0%
	No	4	3%	2	11%	2	11%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	87	64%	11	58%	11	58%	0	0%	9	82%	40	58%	0	0%	0	0%	0	0%
	No	44	33%	7	37%	8	42%	0	0%	1	9%	27	39%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	80	59%	9	47%	10	53%	0	0%	5	45%	49	71%	0	0%	0	0%	0	0%
	No	51	38%	9	47%	9	47%	0	0%	5	45%	18	26%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	47	35%	7	37%	7	37%	0	0%	5	45%	18	26%	0	0%	0	0%	0	0%
	1-10%	38	28%	2	11%	3	16%	0	0%	3	27%	27	39%	0	0%	0	0%	0	0%
	11-15%	20	15%	2	11%	3	16%	0	0%	1	9%	11	16%	0	0%	0	0%	0	0%
	16-25%	13	10%	2	11%	4	21%	0	0%	0	0%	6	9%	0	0%	0	0%	0	0%
	more than 25%	9	7%	5	26%	0	0%	0	0%	1	9%	3	4%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	97	72%	14	74%	9	47%	0	0%	10	91%	49	71%	0	0%	0	0%	0	0%
	neither	14	10%	1	5%	5	26%	0	0%	0	0%	7	10%	0	0%	0	0%	0	0%
	disagree/ strongly	18	13%	4	21%	4	21%	0	0%	0	0%	9	13%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	56	41%	7	37%	5	26%	0	0%	3	27%	31	45%	0	0%	0	0%	0	0%
	No	56	41%	7	37%	9	47%	0	0%	4	36%	29	42%	0	0%	0	0%	0	0%
Administer medications?	Yes	56	41%	7	37%	5	26%	0	0%	3	27%	31	45%	0	0%	0	0%	0	0%
	No	118	87%	13	68%	17	89%	0	0%	8	73%	63	91%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	15	11%	7	37%	0	0%	0	0%	2	18%	6	9%	0	0%	0	0%	0	0%
	No	7	5%	0	0%	1	5%	0	0%	1	9%	5	7%	0	0%	0	0%	0	0%
	not applicable	26	19%	3	16%	9	47%	0	0%	1	9%	10	14%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	66	49%	12	63%	9	47%	0	0%	10	91%	24	35%	0	0%	0	0%	0	0%
	No	61	45%	6	32%	9	47%	0	0%	0	0%	40	58%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	37	27%	6	32%	4	21%	0	0%	4	36%	20	29%	0	0%	0	0%	0	0%
	No	87	64%	12	63%	14	74%	0	0%	5	45%	43	62%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	47	35%	0	0%	0	0%	0	0%	0	0%	47	68%	0	0%	0	0%	0	0%
	No	17	13%	0	0%	0	0%	0	0%	0	0%	17	25%	0	0%	0	0%	0	0%
	not applicable	66	49%	19	100%	19	100%	0	0%	11	100%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	25	19%	0	0%	0	0%	0	0%	0	0%	25	36%	0	0%	0	0%	0	0%
	2-3 times/week	11	8%	0	0%	0	0%	0	0%	0	0%	11	16%	0	0%	0	0%	0	0%
	4-5 times/week	6	4%	0	0%	0	0%	0	0%	0	0%	6	9%	0	0%	0	0%	0	0%
	6-10 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	more than 10 times/week	2	1%	0	0%	0	0%	0	0%	0	0%	2	1%	0	0%	0	0%	0	0%
	not applicable	83	61%	19	100%	19	100%	0	0%	11	100%	17	25%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	127	94%	18	95%	19	100%	0	0%	10	91%	64	93%	0	0%	0	0%	0	0%
	No	5	4%	1	5%	0	0%	0	0%	1	9%	3	4%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	89	66%	14	74%	11	58%	0	0%	8	73%	42	61%	0	0%	0	0%	0	0%
	No	34	25%	3	16%	6	32%	0	0%	1	9%	22	32%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	43	32%	6	32%	4	21%	0	0%	1	9%	24	35%	0	0%	0	0%	0	0%
	No	80	59%	12	63%	13	68%	0	0%	7	64%	40	58%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	29	21%	2	11%	5	26%	0	0%	1	9%	17	25%	0	0%	0	0%	0	0%
	No	99	73%	17	89%	13	68%	0	0%	9	82%	47	68%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	7	5%	1	5%	1	5%	0	0%	0	0%	4	6%	0	0%	0	0%	0	0%
	No	122	90%	16	84%	18	95%	0	0%	11	100%	62	90%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	111	82%	16	84%	13	68%	0	0%	11	100%	57	83%	0	0%	0	0%	0	0%
	neither	17	13%	1	5%	6	32%	0	0%	0	0%	7	10%	0	0%	0	0%	0	0%
	disagree/ strongly	6	4%	2	11%	0	0%	0	0%	0	0%	4	6%	0	0%	0	0%	0	0%

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