

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

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
<b>Total Responses</b>		63		11		3		14		3		27		1		4		0	
<b>Demographics</b>																			
Job category	Clerical	11	17%																
	Custodial	3	5%																
	Food Services	14	22%																
	Inst. Assts.	27	43%																
	Health/Student Services	3	5%																
	Skilled Trades	1	2%																
	Security Services	0	0%																
	Tech. Services	4	6%																
	Transportation	0	0%																
Work location	Elementary	30	48%	2	18%	0	0%	6	43%	0	0%	16	59%	0	0%	0	0%	0	0%
	Middle	9	14%	3	27%	0	0%	0	0%	0	0%	6	22%	0	0%	0	0%	0	0%
	High School	20	32%	5	45%	0	0%	8	57%	0	0%	3	11%	0	0%	0	0%	0	0%
	District Wide	3	5%	1	9%	0	0%	0	0%	0	0%	1	4%	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	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Years employed	1 year	2	3%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	2-5 years	10	16%	0	0%	0	0%	3	21%	0	0%	4	15%	0	0%	0	0%	0	0%
	6-9 years	9	14%	1	9%	0	0%	4	29%	0	0%	3	11%	0	0%	0	0%	0	0%
	10-14 years	19	30%	3	27%	0	0%	4	29%	0	0%	9	33%	0	0%	0	0%	0	0%
	15-19 years	15	24%	4	36%	0	0%	3	21%	0	0%	6	22%	0	0%	0	0%	0	0%
	20-24 years	4	6%	2	18%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	25 or more	4	6%	1	9%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
Years in district	1 year	15	24%	4	36%	0	0%	3	21%	0	0%	6	22%	0	0%	0	0%	0	0%
	2-5 years	4	6%	2	18%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	6-9 years	4	6%	1	9%	0	0%	0	0%	0	0%	2	7%	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	2	3%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	20-24 years	10	16%	0	0%	0	0%	3	21%	0	0%	4	15%	0	0%	0	0%	0	0%
	25 or more	10	16%	1	9%	0	0%	4	29%	0	0%	4	15%	0	0%	0	0%	0	0%

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Education level	HS or GED	27	43%	4	36%	0	0%	13	93%	0	0%	8	30%	0	0%	0	0%	0	0%
	tech/vocational	5	8%	0	0%	0	0%	1	7%	0	0%	3	11%	0	0%	0	0%	0	0%
	some college	21	33%	5	45%	0	0%	0	0%	0	0%	11	41%	0	0%	0	0%	0	0%
	associate's	3	5%	2	18%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	bachelor's	5	8%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
	master's	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	47	75%	7	64%	0	0%	8	57%	0	0%	21	78%	0	0%	0	0%	0	0%
	1	11	17%	1	9%	0	0%	5	36%	0	0%	5	19%	0	0%	0	0%	0	0%
	2	4	6%	2	18%	0	0%	1	7%	0	0%	1	4%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	52	83%	8	73%	0	0%	13	93%	0	0%	22	81%	0	0%	0	0%	0	0%
	1	9	14%	2	18%	0	0%	1	7%	0	0%	4	15%	0	0%	0	0%	0	0%
	2	2	3%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	1	2%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	27	43%	3	27%	0	0%	7	50%	0	0%	16	59%	0	0%	0	0%	0	0%
	31-40 hours	29	46%	4	36%	0	0%	6	43%	0	0%	11	41%	0	0%	0	0%	0	0%
	over 40 hours	6	10%	3	27%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	49	78%	9	82%	0	0%	11	79%	0	0%	22	81%	0	0%	0	0%	0	0%
	No	13	21%	2	18%	0	0%	3	21%	0	0%	4	15%	0	0%	0	0%	0	0%
Gender	Female	57	90%	11	100%	0	0%	14	100%	0	0%	25	93%	0	0%	0	0%	0	0%
	Male	5	8%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
Age	under 25	2	3%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	25-29	2	3%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	30-39	12	19%	3	27%	0	0%	1	7%	0	0%	6	22%	0	0%	0	0%	0	0%
	40-49	20	32%	2	18%	0	0%	5	36%	0	0%	10	37%	0	0%	0	0%	0	0%
	50-59	19	30%	4	36%	0	0%	4	29%	0	0%	8	30%	0	0%	0	0%	0	0%
	60-64	7	11%	2	18%	0	0%	3	21%	0	0%	1	4%	0	0%	0	0%	0	0%
	65 or older	1	2%	0	0%	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	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	63	100%	11	100%	0	0%	14	100%	0	0%	27	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%
<b>Association Membership</b>																			
KEA member?	Yes	10	16%	3	27%	0	0%	1	7%	0	0%	2	7%	0	0%	0	0%	0	0%
	No	53	84%	8	73%	0	0%	13	93%	0	0%	25	93%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	3	5%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	neither	4	6%	0	0%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	unsatisfied/ very	1	2%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	53	84%	8	73%	0	0%	13	93%	0	0%	25	93%	0	0%	0	0%	0	0%

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<b>Wages and Benefits</b>																			
Required overtime?	Yes	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	62	98%	11	100%	0	0%	14	100%	0	0%	27	100%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	62	98%	11	100%	0	0%	14	100%	0	0%	27	100%	0	0%	0	0%	0	0%
If so, compensated?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	62	98%	11	100%	0	0%	14	100%	0	0%	27	100%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	31	49%	8	73%	0	0%	8	57%	0	0%	9	33%	0	0%	0	0%	0	0%
	No	28	44%	3	27%	0	0%	4	29%	0	0%	17	63%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	15	24%	3	27%	0	0%	2	14%	0	0%	8	30%	0	0%	0	0%	0	0%
	1-10%	16	25%	4	36%	0	0%	0	0%	0	0%	6	22%	0	0%	0	0%	0	0%
	11-25%	23	37%	1	9%	0	0%	10	71%	0	0%	9	33%	0	0%	0	0%	0	0%
	26-50%	4	6%	2	18%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	51-75%	2	3%	1	9%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
	over 75%	3	5%	0	0%	0	0%	2	14%	0	0%	1	4%	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	22	35%	4	36%	0	0%	5	36%	0	0%	9	33%	0	0%	0	0%	0	0%
	school district	49	78%	10	91%	0	0%	9	64%	0	0%	23	85%	0	0%	0	0%	0	0%
	college	12	19%	2	18%	0	0%	0	0%	0	0%	8	30%	0	0%	0	0%	0	0%
	KEA	1	2%	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	10%	0	0%	0	0%	2	14%	0	0%	3	11%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	32	51%	8	73%	0	0%	2	14%	0	0%	15	56%	0	0%	0	0%	0	0%
	outside school district	5	8%	1	9%	0	0%	1	7%	0	0%	1	4%	0	0%	0	0%	0	0%
	both	26	41%	2	18%	0	0%	11	79%	0	0%	11	41%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	56	89%	9	82%	0	0%	12	86%	0	0%	27	100%	0	0%	0	0%	0	0%
	No	7	11%	2	18%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	4	6%	1	9%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	50	79%	8	73%	0	0%	11	79%	0	0%	22	81%	0	0%	0	0%	0	0%
	5-8 days	7	11%	2	18%	0	0%	1	7%	0	0%	4	15%	0	0%	0	0%	0	0%
	more than 8 days	2	3%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%

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<b>Job Performance</b>																			
Regularly evaluated?	Yes	56	89%	10	91%	0	0%	13	93%	0	0%	23	85%	0	0%	0	0%	0	0%
	No	6	10%	1	9%	0	0%	1	7%	0	0%	3	11%	0	0%	0	0%	0	0%
How often?	once/month	2	3%	2	18%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	every 6 months	1	2%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	59	94%	8	73%	0	0%	14	100%	0	0%	26	96%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	31	49%	3	27%	0	0%	11	79%	0	0%	11	41%	0	0%	0	0%	0	0%
	administrator	29	46%	8	73%	0	0%	2	14%	0	0%	14	52%	0	0%	0	0%	0	0%
	colleagues	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	combination of people	1	2%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	38	60%	8	73%	0	0%	1	7%	0	0%	20	74%	0	0%	0	0%	0	0%
	neither	13	21%	1	9%	0	0%	9	64%	0	0%	1	4%	0	0%	0	0%	0	0%
	disagree/ strongly	9	14%	2	18%	0	0%	2	14%	0	0%	5	19%	0	0%	0	0%	0	0%

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<b>Working Conditions</b>																			
Job description?	Yes	55	87%	9	82%	0	0%	14	100%	0	0%	22	81%	0	0%	0	0%	0	0%
	No	7	11%	2	18%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	0	0%
Is it accurate?	Yes	36	57%	5	45%	0	0%	6	43%	0	0%	18	67%	0	0%	0	0%	0	0%
	No	24	38%	6	55%	0	0%	8	57%	0	0%	6	22%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	44	70%	8	73%	0	0%	14	100%	0	0%	11	41%	0	0%	0	0%	0	0%
	No	18	29%	3	27%	0	0%	0	0%	0	0%	15	56%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	14	22%	1	9%	0	0%	0	0%	0	0%	12	44%	0	0%	0	0%	0	0%
	1-10%	27	43%	4	36%	0	0%	8	57%	0	0%	10	37%	0	0%	0	0%	0	0%
	11-15%	11	17%	2	18%	0	0%	4	29%	0	0%	2	7%	0	0%	0	0%	0	0%
	16-25%	6	10%	1	9%	0	0%	1	7%	0	0%	2	7%	0	0%	0	0%	0	0%
	more than 25%	4	6%	3	27%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	52	83%	11	100%	0	0%	12	86%	0	0%	20	74%	0	0%	0	0%	0	0%
	neither	6	10%	0	0%	0	0%	2	14%	0	0%	3	11%	0	0%	0	0%	0	0%
	disagree/ strongly	4	6%	0	0%	0	0%	0	0%	0	0%	3	11%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	7	11%	2	18%	0	0%	1	7%	0	0%	3	11%	0	0%	0	0%	0	0%
	No	52	83%	8	73%	0	0%	13	93%	0	0%	22	81%	0	0%	0	0%	0	0%
Administer medications?	Yes	7	11%	2	18%	0	0%	1	7%	0	0%	3	11%	0	0%	0	0%	0	0%
	No	42	67%	6	55%	0	0%	14	100%	0	0%	13	48%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	24	38%	6	55%	0	0%	0	0%	0	0%	16	59%	0	0%	0	0%	0	0%
	No	2	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	8	13%	0	0%	0	0%	5	36%	0	0%	2	7%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	26	41%	5	45%	0	0%	1	7%	0	0%	10	37%	0	0%	0	0%	0	0%
	No	36	57%	6	55%	0	0%	13	93%	0	0%	16	59%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	19	30%	3	27%	0	0%	1	7%	0	0%	8	30%	0	0%	0	0%	0	0%
	No	41	65%	8	73%	0	0%	13	93%	0	0%	17	63%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	16	25%	0	0%	0	0%	0	0%	0	0%	16	59%	0	0%	0	0%	0	0%
	No	10	16%	0	0%	0	0%	0	0%	0	0%	10	37%	0	0%	0	0%	0	0%
	not applicable	36	57%	11	100%	0	0%	14	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	7	11%	0	0%	0	0%	0	0%	0	0%	7	26%	0	0%	0	0%	0	0%
	2-3 times/week	5	8%	0	0%	0	0%	0	0%	0	0%	5	19%	0	0%	0	0%	0	0%
	4-5 times/week	2	3%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%
	6-10 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	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	46	73%	11	100%	0	0%	14	100%	0	0%	10	37%	0	0%	0	0%	0	0%
<b>Work Environment</b>																			
Work in a safe environment?	Yes	49	78%	10	91%	0	0%	6	43%	0	0%	23	85%	0	0%	0	0%	0	0%
	No	8	13%	0	0%	0	0%	7	50%	0	0%	1	4%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	33	52%	6	55%	0	0%	5	36%	0	0%	14	52%	0	0%	0	0%	0	0%
	No	24	38%	3	27%	0	0%	9	64%	0	0%	10	37%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	19	30%	4	36%	0	0%	1	7%	0	0%	10	37%	0	0%	0	0%	0	0%
	No	37	59%	5	45%	0	0%	13	93%	0	0%	13	48%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	15	24%	2	18%	0	0%	1	7%	0	0%	9	33%	0	0%	0	0%	0	0%
	No	42	67%	7	64%	0	0%	13	93%	0	0%	15	56%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	5	8%	0	0%	0	0%	0	0%	0	0%	4	15%	0	0%	0	0%	0	0%
	No	53	84%	10	91%	0	0%	14	100%	0	0%	20	74%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	50	79%	9	82%	0	0%	11	79%	0	0%	20	74%	0	0%	0	0%	0	0%
	neither	6	10%	1	9%	0	0%	3	21%	0	0%	2	7%	0	0%	0	0%	0	0%
	disagree/ strongly	2	3%	0	0%	0	0%	0	0%	0	0%	2	7%	0	0%	0	0%	0	0%

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