

2011 KEA ESP Survey Results: Pulaski County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		188		25		19		42		8		88		5		0		0	
Demographics																			
Job category	Clerical	25	13%																
	Custodial	19	10%																
	Food Services	42	22%																
	Inst. Assts.	88	47%																
	Health/Student Services	8	4%																
	Skilled Trades	5	3%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	0	0%																
Work location	Elementary	87	46%	6	24%	9	47%	16	38%	0	0%	49	56%	0	0%	0	0%	0	0%
	Middle	23	12%	3	12%	5	26%	9	21%	0	0%	4	5%	0	0%	0	0%	0	0%
	High School	56	30%	13	52%	4	21%	15	36%	0	0%	20	23%	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	6	3%	0	0%	1	5%	1	2%	0	0%	3	3%	0	0%	0	0%	0	0%
	Combination	1	1%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	5	3%	0	0%	1	5%	1	2%	0	0%	2	2%	0	0%	0	0%	0	0%
	2-5 years	46	24%	5	20%	6	32%	12	29%	0	0%	20	23%	0	0%	0	0%	0	0%
	6-9 years	32	17%	6	24%	2	11%	5	12%	0	0%	16	18%	0	0%	0	0%	0	0%
	10-14 years	48	26%	6	24%	5	26%	13	31%	0	0%	21	24%	0	0%	0	0%	0	0%
	15-19 years	33	18%	5	20%	3	16%	4	10%	0	0%	19	22%	0	0%	0	0%	0	0%
	20-24 years	19	10%	3	12%	2	11%	6	14%	0	0%	7	8%	0	0%	0	0%	0	0%
	25 or more	4	2%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
Years in district	1 year	33	18%	5	20%	3	16%	4	10%	0	0%	19	22%	0	0%	0	0%	0	0%
	2-5 years	19	10%	3	12%	2	11%	6	14%	0	0%	7	8%	0	0%	0	0%	0	0%
	6-9 years	4	2%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
	10-14 years	1	1%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	8	4%	1	4%	1	5%	2	5%	0	0%	3	3%	0	0%	0	0%	0	0%
	20-24 years	47	25%	4	16%	5	26%	13	31%	0	0%	21	24%	0	0%	0	0%	0	0%
25 or more	33	18%	7	28%	2	11%	6	14%	0	0%	16	18%	0	0%	0	0%	0	0%	

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Education level	HS or GED	94	50%	7	28%	14	74%	30	71%	0	0%	39	44%	0	0%	0	0%	0	0%
	tech/vocational	19	10%	4	16%	3	16%	3	7%	0	0%	9	10%	0	0%	0	0%	0	0%
	some college	37	20%	6	24%	1	5%	8	19%	0	0%	22	25%	0	0%	0	0%	0	0%
	associate's	23	12%	7	28%	1	5%	1	2%	0	0%	14	16%	0	0%	0	0%	0	0%
	bachelor's	9	5%	1	4%	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%	0	0%
	master's	4	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	152	81%	21	84%	18	95%	36	86%	0	0%	66	75%	0	0%	0	0%	0	0%
	1	32	17%	3	12%	1	5%	6	14%	0	0%	21	24%	0	0%	0	0%	0	0%
	2	4	2%	1	4%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	149	79%	24	96%	14	74%	31	74%	0	0%	67	76%	0	0%	0	0%	0	0%
	1	33	18%	1	4%	5	26%	7	17%	0	0%	19	22%	0	0%	0	0%	0	0%
	2	4	2%	0	0%	0	0%	3	7%	0	0%	1	1%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	7	4%	1	4%	0	0%	4	10%	0	0%	2	2%	0	0%	0	0%	0	0%
	11-20 hours	6	3%	0	0%	1	5%	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	35	19%	4	16%	2	11%	14	33%	0	0%	15	17%	0	0%	0	0%	0	0%
	31-40 hours	125	66%	20	80%	14	74%	18	43%	0	0%	68	77%	0	0%	0	0%	0	0%
	over 40 hours	15	8%	0	0%	2	11%	3	7%	0	0%	3	3%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	131	70%	23	92%	9	47%	29	69%	0	0%	65	74%	0	0%	0	0%	0	0%
	No	53	28%	2	8%	9	47%	11	26%	0	0%	22	25%	0	0%	0	0%	0	0%
Gender	Female	163	87%	25	100%	7	37%	39	93%	0	0%	80	91%	0	0%	0	0%	0	0%
	Male	22	12%	0	0%	12	63%	2	5%	0	0%	6	7%	0	0%	0	0%	0	0%
Age	under 25	4	2%	0	0%	1	5%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
	25-29	9	5%	1	4%	1	5%	0	0%	0	0%	5	6%	0	0%	0	0%	0	0%
	30-39	33	18%	5	20%	3	16%	7	17%	0	0%	15	17%	0	0%	0	0%	0	0%
	40-49	56	30%	8	32%	6	32%	7	17%	0	0%	32	36%	0	0%	0	0%	0	0%
	50-59	64	34%	8	32%	5	26%	19	45%	0	0%	28	32%	0	0%	0	0%	0	0%
	60-64	16	9%	2	8%	2	11%	6	14%	0	0%	5	6%	0	0%	0	0%	0	0%
	65 or older	6	3%	1	4%	1	5%	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	180	96%	22	88%	19	100%	41	98%	0	0%	84	95%	0	0%	0	0%	0	0%
	No	3	2%	0	0%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
Is it accurate?	Yes	149	79%	16	64%	16	84%	35	83%	0	0%	69	78%	0	0%	0	0%	0	0%
	No	32	17%	6	24%	3	16%	6	14%	0	0%	16	18%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	101	54%	9	36%	11	58%	26	62%	0	0%	48	55%	0	0%	0	0%	0	0%
	No	80	43%	14	56%	8	42%	14	33%	0	0%	37	42%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	62	33%	11	44%	5	26%	12	29%	0	0%	28	32%	0	0%	0	0%	0	0%
	1-10%	70	37%	4	16%	9	47%	14	33%	0	0%	38	43%	0	0%	0	0%	0	0%
	11-15%	10	5%	2	8%	1	5%	2	5%	0	0%	4	5%	0	0%	0	0%	0	0%
	16-25%	9	5%	1	4%	1	5%	1	2%	0	0%	4	5%	0	0%	0	0%	0	0%
	more than 25%	16	9%	3	12%	1	5%	6	14%	0	0%	6	7%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	153	81%	20	80%	17	89%	34	81%	0	0%	68	77%	0	0%	0	0%	0	0%
	neither	13	7%	2	8%	2	11%	2	5%	0	0%	7	8%	0	0%	0	0%	0	0%
	disagree/ strongly	14	7%	2	8%	0	0%	3	7%	0	0%	9	10%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	62	33%	10	40%	5	26%	11	26%	0	0%	33	38%	0	0%	0	0%	0	0%
	No	79	42%	8	32%	10	53%	14	33%	0	0%	40	45%	0	0%	0	0%	0	0%
Administer medications?	Yes	62	33%	10	40%	5	26%	11	26%	0	0%	33	38%	0	0%	0	0%	0	0%
	No	153	81%	17	68%	19	100%	34	81%	0	0%	74	84%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	29	15%	5	20%	0	0%	3	7%	0	0%	15	17%	0	0%	0	0%	0	0%
	No	4	2%	1	4%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	0	0%
	not applicable	57	30%	1	4%	12	63%	15	36%	0	0%	28	32%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	120	64%	13	52%	14	74%	26	62%	0	0%	55	63%	0	0%	0	0%	0	0%
	No	56	30%	10	40%	3	16%	11	26%	0	0%	30	34%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	84	45%	6	24%	7	37%	12	29%	0	0%	47	53%	0	0%	0	0%	0	0%
	No	74	39%	15	60%	9	47%	17	40%	0	0%	31	35%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	26	14%	0	0%	0	0%	0	0%	0	0%	26	30%	0	0%	0	0%	0	0%
	No	57	30%	0	0%	0	0%	0	0%	0	0%	57	65%	0	0%	0	0%	0	0%
	not applicable	100	53%	25	100%	19	100%	42	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	18	10%	0	0%	0	0%	0	0%	0	0%	18	20%	0	0%	0	0%	0	0%
	2-3 times/week	4	2%	0	0%	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%	0	0%
	4-5 times/week	1	1%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
	6-10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 10 times/week	1	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%
	not applicable	157	84%	25	100%	19	100%	42	100%	0	0%	57	65%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	183	97%	24	96%	19	100%	40	95%	0	0%	87	99%	0	0%	0	0%	0	0%
	No	2	1%	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	142	76%	17	68%	13	68%	26	62%	0	0%	73	83%	0	0%	0	0%	0	0%
	No	31	16%	5	20%	4	21%	10	24%	0	0%	11	13%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	112	60%	14	56%	10	53%	14	33%	0	0%	62	70%	0	0%	0	0%	0	0%
	No	57	30%	7	28%	9	47%	17	40%	0	0%	22	25%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	12	6%	2	8%	0	0%	2	5%	0	0%	7	8%	0	0%	0	0%	0	0%
	No	157	84%	21	84%	17	89%	30	71%	0	0%	76	86%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	4	2%	1	4%	0	0%	0	0%	0	0%	3	3%	0	0%	0	0%	0	0%
	No	177	94%	23	92%	19	100%	38	90%	0	0%	83	94%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	168	89%	20	80%	17	89%	38	90%	0	0%	80	91%	0	0%	0	0%	0	0%
	neither	7	4%	2	8%	1	5%	3	7%	0	0%	1	1%	0	0%	0	0%	0	0%
	disagree/ strongly	10	5%	2	8%	1	5%	1	2%	0	0%	5	6%	0	0%	0	0%	0	0%

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