

2011 KEA ESP Survey Results: Rockcastle County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		105		9		5		17		6		58		3		3		3	
Demographics																			
Job category	Clerical	9	9%																
	Custodial	5	5%																
	Food Services	17	16%																
	Inst. Assts.	58	55%																
	Health/Student Services	6	6%																
	Skilled Trades	3	3%																
	Security Services	1	1%																
	Tech. Services	3	3%																
	Transportation	3	3%																
Work location	Elementary	63	60%	0	0%	0	0%	10	59%	0	0%	40	69%	0	0%	0	0%	0	0%
	Middle	26	25%	0	0%	0	0%	7	41%	0	0%	14	24%	0	0%	0	0%	0	0%
	High School	8	8%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	District Wide	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	5	5%	0	0%	0	0%	2	12%	0	0%	3	5%	0	0%	0	0%	0	0%
	2-5 years	10	10%	0	0%	0	0%	1	6%	0	0%	4	7%	0	0%	0	0%	0	0%
	6-9 years	20	19%	0	0%	0	0%	5	29%	0	0%	9	16%	0	0%	0	0%	0	0%
	10-14 years	26	25%	0	0%	0	0%	1	6%	0	0%	16	28%	0	0%	0	0%	0	0%
	15-19 years	22	21%	0	0%	0	0%	3	18%	0	0%	14	24%	0	0%	0	0%	0	0%
	20-24 years	16	15%	0	0%	0	0%	3	18%	0	0%	10	17%	0	0%	0	0%	0	0%
	25 or more	5	5%	0	0%	0	0%	2	12%	0	0%	2	3%	0	0%	0	0%	0	0%
Years in district	1 year	22	21%	0	0%	0	0%	3	18%	0	0%	14	24%	0	0%	0	0%	0	0%
	2-5 years	16	15%	0	0%	0	0%	3	18%	0	0%	10	17%	0	0%	0	0%	0	0%
	6-9 years	5	5%	0	0%	0	0%	2	12%	0	0%	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	6	6%	0	0%	0	0%	2	12%	0	0%	4	7%	0	0%	0	0%	0	0%
	20-24 years	10	10%	0	0%	0	0%	1	6%	0	0%	4	7%	0	0%	0	0%	0	0%
	25 or more	22	21%	0	0%	0	0%	5	29%	0	0%	9	16%	0	0%	0	0%	0	0%

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Education level	HS or GED	47	45%	0	0%	0	0%	16	94%	0	0%	22	38%	0	0%	0	0%	0	0%
	tech/vocational	10	10%	0	0%	0	0%	0	0%	0	0%	6	10%	0	0%	0	0%	0	0%
	some college	27	26%	0	0%	0	0%	0	0%	0	0%	20	34%	0	0%	0	0%	0	0%
	associate's	7	7%	0	0%	0	0%	0	0%	0	0%	5	9%	0	0%	0	0%	0	0%
	bachelor's	7	7%	0	0%	0	0%	0	0%	0	0%	4	7%	0	0%	0	0%	0	0%
	master's	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	78	74%	0	0%	0	0%	12	71%	0	0%	46	79%	0	0%	0	0%	0	0%
	1	22	21%	0	0%	0	0%	5	29%	0	0%	9	16%	0	0%	0	0%	0	0%
	2	3	3%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	78	74%	0	0%	0	0%	15	88%	0	0%	44	76%	0	0%	0	0%	0	0%
	1	23	22%	0	0%	0	0%	2	12%	0	0%	13	22%	0	0%	0	0%	0	0%
	2	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	4	4%	0	0%	0	0%	1	6%	0	0%	2	3%	0	0%	0	0%	0	0%
	11-20 hours	3	3%	0	0%	0	0%	2	12%	0	0%	1	2%	0	0%	0	0%	0	0%
	21-30 hours	2	2%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	83	79%	0	0%	0	0%	12	71%	0	0%	48	83%	0	0%	0	0%	0	0%
	over 40 hours	13	12%	0	0%	0	0%	0	0%	0	0%	7	12%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	71	68%	0	0%	0	0%	11	65%	0	0%	39	67%	0	0%	0	0%	0	0%
	No	29	28%	0	0%	0	0%	5	29%	0	0%	17	29%	0	0%	0	0%	0	0%
Gender	Female	89	85%	0	0%	0	0%	16	94%	0	0%	55	95%	0	0%	0	0%	0	0%
	Male	13	12%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
Age	under 25	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	4	4%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	30-39	19	18%	0	0%	0	0%	4	24%	0	0%	7	12%	0	0%	0	0%	0	0%
	40-49	39	37%	0	0%	0	0%	4	24%	0	0%	27	47%	0	0%	0	0%	0	0%
	50-59	33	31%	0	0%	0	0%	6	35%	0	0%	18	31%	0	0%	0	0%	0	0%
	60-64	8	8%	0	0%	0	0%	3	18%	0	0%	3	5%	0	0%	0	0%	0	0%
	65 or older	1	1%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	100	95%	0	0%	0	0%	17	100%	0	0%	55	95%	0	0%	0	0%	0	0%
	No	3	3%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
Is it accurate?	Yes	81	77%	0	0%	0	0%	13	76%	0	0%	44	76%	0	0%	0	0%	0	0%
	No	22	21%	0	0%	0	0%	4	24%	0	0%	12	21%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	67	64%	0	0%	0	0%	17	100%	0	0%	30	52%	0	0%	0	0%	0	0%
	No	36	34%	0	0%	0	0%	0	0%	0	0%	26	45%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	28	27%	0	0%	0	0%	1	6%	0	0%	19	33%	0	0%	0	0%	0	0%
	1-10%	37	35%	0	0%	0	0%	10	59%	0	0%	15	26%	0	0%	0	0%	0	0%
	11-15%	9	9%	0	0%	0	0%	1	6%	0	0%	5	9%	0	0%	0	0%	0	0%
	16-25%	14	13%	0	0%	0	0%	0	0%	0	0%	11	19%	0	0%	0	0%	0	0%
	more than 25%	9	9%	0	0%	0	0%	3	18%	0	0%	4	7%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	87	83%	0	0%	0	0%	15	88%	0	0%	47	81%	0	0%	0	0%	0	0%
	neither	8	8%	0	0%	0	0%	0	0%	0	0%	6	10%	0	0%	0	0%	0	0%
	disagree/ strongly	7	7%	0	0%	0	0%	2	12%	0	0%	3	5%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	57	54%	0	0%	0	0%	3	18%	0	0%	37	64%	0	0%	0	0%	0	0%
	No	41	39%	0	0%	0	0%	13	76%	0	0%	16	28%	0	0%	0	0%	0	0%
Administer medications?	Yes	57	54%	0	0%	0	0%	3	18%	0	0%	37	64%	0	0%	0	0%	0	0%
	No	69	66%	0	0%	0	0%	17	100%	0	0%	30	52%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	35	33%	0	0%	0	0%	0	0%	0	0%	27	47%	0	0%	0	0%	0	0%
	No	2	2%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%
	not applicable	22	21%	0	0%	0	0%	11	65%	0	0%	5	9%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	54	51%	0	0%	0	0%	8	47%	0	0%	29	50%	0	0%	0	0%	0	0%
	No	47	45%	0	0%	0	0%	7	41%	0	0%	28	48%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	36	34%	0	0%	0	0%	1	6%	0	0%	27	47%	0	0%	0	0%	0	0%
	No	59	56%	0	0%	0	0%	16	94%	0	0%	24	41%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	30	29%	0	0%	0	0%	0	0%	0	0%	30	52%	0	0%	0	0%	0	0%
	No	26	25%	0	0%	0	0%	0	0%	0	0%	26	45%	0	0%	0	0%	0	0%
	not applicable	47	45%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	13	12%	0	0%	0	0%	0	0%	0	0%	13	22%	0	0%	0	0%	0	0%
	2-3 times/week	6	6%	0	0%	0	0%	0	0%	0	0%	6	10%	0	0%	0	0%	0	0%
	4-5 times/week	5	5%	0	0%	0	0%	0	0%	0	0%	5	9%	0	0%	0	0%	0	0%
	6-10 times/week	2	2%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	more than 10 times/week	0	2%	0	0%	0	0%	0	0%	0	0%	0	3%	0	0%	0	0%	0	0%
	not applicable	73	70%	0	0%	0	0%	17	100%	0	0%	26	45%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	101	96%	0	0%	0	0%	15	88%	0	0%	57	98%	0	0%	0	0%	0	0%
	No	2	2%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	75	71%	0	0%	0	0%	7	41%	0	0%	45	78%	0	0%	0	0%	0	0%
	No	18	17%	0	0%	0	0%	3	18%	0	0%	10	17%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	47	45%	0	0%	0	0%	0	0%	0	0%	39	67%	0	0%	0	0%	0	0%
	No	47	45%	0	0%	0	0%	14	82%	0	0%	16	28%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	18	17%	0	0%	0	0%	0	0%	0	0%	14	24%	0	0%	0	0%	0	0%
	No	81	77%	0	0%	0	0%	16	94%	0	0%	41	71%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	9	9%	0	0%	0	0%	2	12%	0	0%	6	10%	0	0%	0	0%	0	0%
	No	90	86%	0	0%	0	0%	12	71%	0	0%	50	86%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	93	89%	0	0%	0	0%	14	82%	0	0%	52	90%	0	0%	0	0%	0	0%
	neither	8	8%	0	0%	0	0%	2	12%	0	0%	3	5%	0	0%	0	0%	0	0%
	disagree/ strongly	3	3%	0	0%	0	0%	1	6%	0	0%	2	3%	0	0%	0	0%	0	0%

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