

2011 KEA ESP Survey Results: Russell County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		30		7		0		4		0		17		0		0		2	
Demographics																			
Job category	Clerical	7	23%																
	Custodial	0	0%																
	Food Services	4	13%																
	Inst. Assts.	17	57%																
	Health/Student Services	0	0%																
	Skilled Trades	0	0%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	2	7%																
Work location	Elementary	25	83%	0	0%	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%
	Middle	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	High School	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	District Wide	3	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	5	17%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	6-9 years	5	17%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	10-14 years	9	30%	0	0%	0	0%	0	0%	0	0%	8	47%	0	0%	0	0%	0	0%
	15-19 years	3	10%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	20-24 years	4	13%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	25 or more	4	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Years in district	1 year	3	10%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	2-5 years	4	13%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	6-9 years	4	13%	0	0%	0	0%	0	0%	0	0%	0	0%	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	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	4	13%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
25 or more	5	17%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%	

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Education level	HS or GED	13	43%	0	0%	0	0%	0	0%	0	0%	6	35%	0	0%	0	0%	0	0%
	tech/vocational	3	10%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
	some college	10	33%	0	0%	0	0%	0	0%	0	0%	7	41%	0	0%	0	0%	0	0%
	associate's	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	bachelor's	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	master's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	17	57%	0	0%	0	0%	0	0%	0	0%	7	41%	0	0%	0	0%	0	0%
	1	11	37%	0	0%	0	0%	0	0%	0	0%	8	47%	0	0%	0	0%	0	0%
	2	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	18	60%	0	0%	0	0%	0	0%	0	0%	10	59%	0	0%	0	0%	0	0%
	1	9	30%	0	0%	0	0%	0	0%	0	0%	5	29%	0	0%	0	0%	0	0%
	2	3	10%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	26	87%	0	0%	0	0%	0	0%	0	0%	16	94%	0	0%	0	0%	0	0%
	over 40 hours	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	22	73%	0	0%	0	0%	0	0%	0	0%	16	94%	0	0%	0	0%	0	0%
	No	7	23%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Gender	Female	27	90%	0	0%	0	0%	0	0%	0	0%	17	100%	0	0%	0	0%	0	0%
	Male	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	under 25	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	25-29	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	40-49	11	37%	0	0%	0	0%	0	0%	0	0%	8	47%	0	0%	0	0%	0	0%
	50-59	12	40%	0	0%	0	0%	0	0%	0	0%	8	47%	0	0%	0	0%	0	0%
	60-64	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	65 or older	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	29	97%	0	0%	0	0%	0	0%	0	0%	16	94%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	23	77%	0	0%	0	0%	0	0%	0	0%	13	76%	0	0%	0	0%	0	0%
	No	4	13%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	12	40%	0	0%	0	0%	0	0%	0	0%	8	47%	0	0%	0	0%	0	0%
	No	15	50%	0	0%	0	0%	0	0%	0	0%	6	35%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	11	37%	0	0%	0	0%	0	0%	0	0%	4	24%	0	0%	0	0%	0	0%
	1-10%	8	27%	0	0%	0	0%	0	0%	0	0%	6	35%	0	0%	0	0%	0	0%
	11-15%	6	20%	0	0%	0	0%	0	0%	0	0%	5	29%	0	0%	0	0%	0	0%
	16-25%	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	26	87%	0	0%	0	0%	0	0%	0	0%	14	82%	0	0%	0	0%	0	0%
	neither	1	3%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	disagree/ strongly	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	24	80%	0	0%	0	0%	0	0%	0	0%	14	82%	0	0%	0	0%	0	0%
Administer medications?	Yes	3	10%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%
	No	21	70%	0	0%	0	0%	0	0%	0	0%	11	65%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	7	23%	0	0%	0	0%	0	0%	0	0%	6	35%	0	0%	0	0%	0	0%
	No	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	7	23%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	11	37%	0	0%	0	0%	0	0%	0	0%	7	41%	0	0%	0	0%	0	0%
	No	17	57%	0	0%	0	0%	0	0%	0	0%	8	47%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	13	43%	0	0%	0	0%	0	0%	0	0%	11	65%	0	0%	0	0%	0	0%
	No	13	43%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	11	37%	0	0%	0	0%	0	0%	0	0%	11	65%	0	0%	0	0%	0	0%
	No	4	13%	0	0%	0	0%	0	0%	0	0%	4	24%	0	0%	0	0%	0	0%
	not applicable	13	43%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	9	30%	0	0%	0	0%	0	0%	0	0%	9	53%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	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	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	17	57%	0	0%	0	0%	0	0%	0	0%	4	24%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	26	87%	0	0%	0	0%	0	0%	0	0%	16	94%	0	0%	0	0%	0	0%
	No	3	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	18	60%	0	0%	0	0%	0	0%	0	0%	13	76%	0	0%	0	0%	0	0%
	No	5	17%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	7	23%	0	0%	0	0%	0	0%	0	0%	3	18%	0	0%	0	0%	0	0%
	No	15	50%	0	0%	0	0%	0	0%	0	0%	11	65%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	2	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	22	73%	0	0%	0	0%	0	0%	0	0%	15	88%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	25	83%	0	0%	0	0%	0	0%	0	0%	15	88%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	21	70%	0	0%	0	0%	0	0%	0	0%	14	82%	0	0%	0	0%	0	0%
	neither	3	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	2	7%	0	0%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%

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