

2011 KEA ESP Survey Results: Shelby County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		134		13		16		32		6		63		2		2		0	
Demographics																			
Job category	Clerical	13	10%																
	Custodial	16	12%																
	Food Services	32	24%																
	Inst. Assts.	63	47%																
	Health/Student Services	6	4%																
	Skilled Trades	2	1%																
	Security Services	0	0%																
	Tech. Services	2	1%																
	Transportation	0	0%																
Work location	Elementary	113	84%	10	77%	14	88%	25	78%	0	0%	56	89%	0	0%	0	0%	0	0%
	Middle	18	13%	3	23%	2	13%	6	19%	0	0%	7	11%	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	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	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	1%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
Years employed	1 year	8	6%	0	0%	1	6%	2	6%	0	0%	5	8%	0	0%	0	0%	0	0%
	2-5 years	48	36%	3	23%	4	25%	10	31%	0	0%	28	44%	0	0%	0	0%	0	0%
	6-9 years	27	20%	2	15%	7	44%	5	16%	0	0%	11	17%	0	0%	0	0%	0	0%
	10-14 years	28	21%	4	31%	1	6%	8	25%	0	0%	11	17%	0	0%	0	0%	0	0%
	15-19 years	10	7%	3	23%	1	6%	2	6%	0	0%	3	5%	0	0%	0	0%	0	0%
	20-24 years	4	3%	0	0%	0	0%	2	6%	0	0%	2	3%	0	0%	0	0%	0	0%
	25 or more	6	4%	1	8%	2	13%	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
Years in district	1 year	10	7%	3	23%	1	6%	2	6%	0	0%	3	5%	0	0%	0	0%	0	0%
	2-5 years	4	3%	0	0%	0	0%	2	6%	0	0%	2	3%	0	0%	0	0%	0	0%
	6-9 years	6	4%	1	8%	2	13%	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
	10-14 years	3	2%	0	0%	0	0%	1	3%	0	0%	2	3%	0	0%	0	0%	0	0%
	15-19 years	15	11%	0	0%	1	6%	4	13%	0	0%	10	16%	0	0%	0	0%	0	0%
	20-24 years	49	37%	4	31%	5	31%	10	31%	0	0%	27	43%	0	0%	0	0%	0	0%
	25 or more	25	19%	2	15%	6	38%	6	19%	0	0%	9	14%	0	0%	0	0%	0	0%

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

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Education level	HS or GED	51	38%	2	15%	8	50%	23	72%	0	0%	17	27%	0	0%	0	0%	0	0%
	tech/vocational	5	4%	0	0%	2	13%	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
	some college	31	23%	10	77%	3	19%	3	9%	0	0%	14	22%	0	0%	0	0%	0	0%
	associate's	14	10%	0	0%	0	0%	1	3%	0	0%	12	19%	0	0%	0	0%	0	0%
	bachelor's	23	17%	1	8%	2	13%	1	3%	0	0%	15	24%	0	0%	0	0%	0	0%
	master's	6	4%	0	0%	0	0%	1	3%	0	0%	2	3%	0	0%	0	0%	0	0%
Additional jobs in district?	None	102	76%	11	85%	12	75%	25	78%	0	0%	46	73%	0	0%	0	0%	0	0%
	1	22	16%	1	8%	3	19%	6	19%	0	0%	11	17%	0	0%	0	0%	0	0%
	2	7	5%	0	0%	1	6%	1	3%	0	0%	4	6%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	101	75%	11	85%	12	75%	24	75%	0	0%	45	71%	0	0%	0	0%	0	0%
	1	26	19%	1	8%	3	19%	7	22%	0	0%	14	22%	0	0%	0	0%	0	0%
	2	1	1%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Hours worked per week	0-10 hours	3	2%	1	8%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	17	13%	1	8%	6	38%	5	16%	0	0%	5	8%	0	0%	0	0%	0	0%
	21-30 hours	16	12%	0	0%	2	13%	3	9%	0	0%	10	16%	0	0%	0	0%	0	0%
	31-40 hours	86	64%	8	62%	4	25%	22	69%	0	0%	45	71%	0	0%	0	0%	0	0%
	over 40 hours	12	9%	3	23%	4	25%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	94	70%	9	69%	4	25%	26	81%	0	0%	51	81%	0	0%	0	0%	0	0%
	No	36	27%	3	23%	11	69%	4	13%	0	0%	12	19%	0	0%	0	0%	0	0%
Gender	Female	118	88%	12	92%	7	44%	31	97%	0	0%	59	94%	0	0%	0	0%	0	0%
	Male	15	11%	0	0%	9	56%	1	3%	0	0%	4	6%	0	0%	0	0%	0	0%
Age	under 25	8	6%	0	0%	0	0%	0	0%	0	0%	6	10%	0	0%	0	0%	0	0%
	25-29	4	3%	0	0%	0	0%	0	0%	0	0%	4	6%	0	0%	0	0%	0	0%
	30-39	15	11%	1	8%	1	6%	1	3%	0	0%	10	16%	0	0%	0	0%	0	0%
	40-49	51	38%	6	46%	3	19%	12	38%	0	0%	28	44%	0	0%	0	0%	0	0%
	50-59	34	25%	4	31%	6	38%	10	31%	0	0%	13	21%	0	0%	0	0%	0	0%
	60-64	15	11%	2	15%	4	25%	5	16%	0	0%	2	3%	0	0%	0	0%	0	0%
	65 or older	7	5%	0	0%	2	13%	4	13%	0	0%	0	0%	0	0%	0	0%	0	0%

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Wages and Benefits																			
Required overtime?	Yes	13	10%	2	15%	6	38%	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	119	89%	10	77%	9	56%	29	91%	0	0%	63	100%	0	0%	0	0%	0	0%
If so, how many hours?	0 hours	1	1%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 hours	7	5%	1	8%	1	6%	3	9%	0	0%	0	0%	0	0%	0	0%	0	0%
	5-8 hours	4	3%	0	0%	4	25%	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	119	89%	10	77%	9	56%	29	91%	0	0%	63	100%	0	0%	0	0%	0	0%
If so, compensated?	Yes	9	7%	0	0%	6	38%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	2	1%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	119	89%	10	77%	9	56%	29	91%	0	0%	63	100%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	48	36%	8	62%	8	50%	12	38%	0	0%	18	29%	0	0%	0	0%	0	0%
	No	68	51%	4	31%	4	25%	16	50%	0	0%	38	60%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	41	31%	3	23%	3	19%	6	19%	0	0%	25	40%	0	0%	0	0%	0	0%
	1-10%	37	28%	7	54%	5	31%	10	31%	0	0%	13	21%	0	0%	0	0%	0	0%
	11-25%	29	22%	0	0%	5	31%	10	31%	0	0%	10	16%	0	0%	0	0%	0	0%
	26-50%	12	9%	1	8%	2	13%	1	3%	0	0%	8	13%	0	0%	0	0%	0	0%
	51-75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	over 75%	4	3%	0	0%	0	0%	1	3%	0	0%	3	5%	0	0%	0	0%	0	0%

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Job Performance																			
Regularly evaluated?	Yes	126	94%	11	85%	16	100%	31	97%	0	0%	58	92%	0	0%	0	0%	0	0%
	No	4	3%	1	8%	0	0%	1	3%	0	0%	2	3%	0	0%	0	0%	0	0%
How often?	once/month	6	4%	0	0%	3	19%	2	6%	0	0%	1	2%	0	0%	0	0%	0	0%
	once/quarter	8	6%	0	0%	2	13%	1	3%	0	0%	4	6%	0	0%	0	0%	0	0%
	every 6 months	10	7%	1	8%	2	13%	2	6%	0	0%	3	5%	0	0%	0	0%	0	0%
	once/year	107	80%	12	92%	9	56%	27	84%	0	0%	52	83%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	79	59%	7	54%	9	56%	29	91%	0	0%	27	43%	0	0%	0	0%	0	0%
	administrator	20	15%	4	31%	2	13%	1	3%	0	0%	12	19%	0	0%	0	0%	0	0%
	colleagues	2	1%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	combination of people	24	18%	1	8%	5	31%	1	3%	0	0%	16	25%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	104	78%	9	69%	13	81%	25	78%	0	0%	48	76%	0	0%	0	0%	0	0%
	neither	12	9%	3	23%	0	0%	1	3%	0	0%	8	13%	0	0%	0	0%	0	0%
	disagree/ strongly	14	10%	1	8%	3	19%	5	16%	0	0%	4	6%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	129	96%	13	100%	15	94%	32	100%	0	0%	59	94%	0	0%	0	0%	0	0%
	No	3	2%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
Is it accurate?	Yes	104	78%	8	62%	15	94%	27	84%	0	0%	44	70%	0	0%	0	0%	0	0%
	No	28	21%	5	38%	1	6%	4	13%	0	0%	18	29%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	76	57%	9	69%	12	75%	19	59%	0	0%	30	48%	0	0%	0	0%	0	0%
	No	55	41%	4	31%	4	25%	12	38%	0	0%	31	49%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	49	37%	3	23%	5	31%	9	28%	0	0%	28	44%	0	0%	0	0%	0	0%
	1-10%	47	35%	3	23%	6	38%	15	47%	0	0%	20	32%	0	0%	0	0%	0	0%
	11-15%	13	10%	1	8%	0	0%	5	16%	0	0%	5	8%	0	0%	0	0%	0	0%
	16-25%	6	4%	2	15%	1	6%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	more than 25%	10	7%	3	23%	3	19%	0	0%	0	0%	4	6%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	102	76%	8	62%	12	75%	25	78%	0	0%	50	79%	0	0%	0	0%	0	0%
	neither	13	10%	2	15%	1	6%	1	3%	0	0%	6	10%	0	0%	0	0%	0	0%
	disagree/ strongly	16	12%	2	15%	3	19%	5	16%	0	0%	6	10%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	26	19%	1	8%	10	63%	5	16%	0	0%	8	13%	0	0%	0	0%	0	0%
	No	92	69%	12	92%	6	38%	22	69%	0	0%	44	70%	0	0%	0	0%	0	0%
Administer medications?	Yes	26	19%	1	8%	10	63%	5	16%	0	0%	8	13%	0	0%	0	0%	0	0%
	No	117	87%	3	23%	16	100%	29	91%	0	0%	60	95%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	16	12%	9	69%	0	0%	3	9%	0	0%	2	3%	0	0%	0	0%	0	0%
	No	12	9%	1	8%	2	13%	4	13%	0	0%	3	5%	0	0%	0	0%	0	0%
	not applicable	22	16%	1	8%	8	50%	4	13%	0	0%	9	14%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	81	60%	7	54%	10	63%	19	59%	0	0%	38	60%	0	0%	0	0%	0	0%
	No	47	35%	6	46%	6	38%	9	28%	0	0%	23	37%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	50	37%	3	23%	6	38%	13	41%	0	0%	24	38%	0	0%	0	0%	0	0%
	No	59	44%	6	46%	9	56%	12	38%	0	0%	27	43%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	11	8%	0	0%	0	0%	0	0%	0	0%	11	17%	0	0%	0	0%	0	0%
	No	50	37%	0	0%	0	0%	0	0%	0	0%	50	79%	0	0%	0	0%	0	0%
	not applicable	71	53%	13	100%	16	100%	32	100%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	6	4%	0	0%	0	0%	0	0%	0	0%	6	10%	0	0%	0	0%	0	0%
	2-3 times/week	2	1%	0	0%	0	0%	0	0%	0	0%	2	3%	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	2	1%	0	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%
	more than 10 times/week	0	1%	0	0%	0	0%	0	0%	0	0%	0	3%	0	0%	0	0%	0	0%
	not applicable	121	90%	13	100%	16	100%	32	100%	0	0%	50	79%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	129	96%	13	100%	16	100%	31	97%	0	0%	59	94%	0	0%	0	0%	0	0%
	No	3	2%	0	0%	0	0%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	104	78%	11	85%	13	81%	21	66%	0	0%	51	81%	0	0%	0	0%	0	0%
	No	14	10%	1	8%	2	13%	1	3%	0	0%	8	13%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	66	49%	4	31%	4	25%	14	44%	0	0%	37	59%	0	0%	0	0%	0	0%
	No	55	41%	7	54%	10	63%	12	38%	0	0%	23	37%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	18	13%	1	8%	3	19%	2	6%	0	0%	10	16%	0	0%	0	0%	0	0%
	No	102	76%	10	77%	11	69%	23	72%	0	0%	50	79%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	7	5%	1	8%	2	13%	0	0%	0	0%	3	5%	0	0%	0	0%	0	0%
	No	122	91%	11	85%	13	81%	30	94%	0	0%	59	94%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	109	81%	11	85%	15	94%	22	69%	0	0%	52	83%	0	0%	0	0%	0	0%
	neither	9	7%	1	8%	0	0%	1	3%	0	0%	6	10%	0	0%	0	0%	0	0%
	disagree/ strongly	11	8%	1	8%	1	6%	5	16%	0	0%	4	6%	0	0%	0	0%	0	0%

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