

2011 KEA ESP Survey Results: Spencer County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation		
Total Responses		46		6		4		7		1		20		0		2		5		
Demographics																				
Job category	Clerical	6	13%																	
	Custodial	4	9%																	
	Food Services	7	15%																	
	Inst. Assts.	20	43%																	
	Health/Student Services	1	2%																	
	Skilled Trades	0	0%																	
	Security Services	0	0%																	
	Tech. Services	2	4%																	
	Transportation	5	11%																	
Work location	Elementary	31	67%	0	0%	0	0%	0	0%	0	0%	17	85%	0	0%	0	0%	0	0%	
	Middle	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	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	7	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	Other Dist. Site	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	
	Combination	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0
Years employed	1 year	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	2-5 years	10	22%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%	
	6-9 years	9	20%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%	
	10-14 years	18	39%	0	0%	0	0%	0	0%	0	0%	7	35%	0	0%	0	0%	0	0%	
	15-19 years	4	9%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%	
	20-24 years	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	
	25 or more	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
Years in district	1 year	4	9%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%	
	2-5 years	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	
	6-9 years	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	10-14 years	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%	
	15-19 years	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	
	20-24 years	12	26%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%	
	25 or more	10	22%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%	

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

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		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Education level	HS or GED	20	43%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	tech/vocational	4	9%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	some college	10	22%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	associate's	6	13%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	bachelor's	5	11%	0	0%	0	0%	0	0%	0	0%	3	15%	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	38	83%	0	0%	0	0%	0	0%	0	0%	17	85%	0	0%	0	0%	0	0%
	1	7	15%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	2	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Additional jobs outside district?	None	36	78%	0	0%	0	0%	0	0%	0	0%	15	75%	0	0%	0	0%	0	0%
	1	8	17%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	2	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	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%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	21-30 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	31-40 hours	34	74%	0	0%	0	0%	0	0%	0	0%	18	90%	0	0%	0	0%	0	0%
	over 40 hours	10	22%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
Earn more than half household income?	Yes	31	67%	0	0%	0	0%	0	0%	0	0%	16	80%	0	0%	0	0%	0	0%
	No	14	30%	0	0%	0	0%	0	0%	0	0%	3	15%	0	0%	0	0%	0	0%
Gender	Female	38	83%	0	0%	0	0%	0	0%	0	0%	19	95%	0	0%	0	0%	0	0%
	Male	8	17%	0	0%	0	0%	0	0%	0	0%	1	5%	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	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	30-39	12	26%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	40-49	12	26%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
	50-59	12	26%	0	0%	0	0%	0	0%	0	0%	7	35%	0	0%	0	0%	0	0%
	60-64	4	9%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	65 or older	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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

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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	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	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	44	96%	0	0%	0	0%	0	0%	0	0%	19	95%	0	0%	0	0%	0	0%
	Hawaiian/ Pacific Islander	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	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%
Association Membership																			
KEA member?	Yes	9	20%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
	No	37	80%	0	0%	0	0%	0	0%	0	0%	15	75%	0	0%	0	0%	0	0%
Satisfied with KEA?	satisfied/very	6	13%	0	0%	0	0%	0	0%	0	0%	3	15%	0	0%	0	0%	0	0%
	neither	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	unsatisfied/ very	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	37	80%	0	0%	0	0%	0	0%	0	0%	15	75%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Spencer County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Wages and Benefits																			
Required overtime?	Yes	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	43	93%	0	0%	0	0%	0	0%	0	0%	20	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	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 8 hours	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	43	93%	0	0%	0	0%	0	0%	0	0%	20	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	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	43	93%	0	0%	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%
Benefits a main factor in employment?	Yes	20	43%	0	0%	0	0%	0	0%	0	0%	9	45%	0	0%	0	0%	0	0%
	No	22	48%	0	0%	0	0%	0	0%	0	0%	9	45%	0	0%	0	0%	0	0%
% salary going toward health insurance	0%	11	24%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	1-10%	18	39%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	11-25%	12	26%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	26-50%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	51-75%	2	4%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	over 75%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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2011 KEA ESP Survey Results: Spencer County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Training and PD																			
Where received initial training?	department	11	24%	0	0%	0	0%	0	0%	0	0%	3	15%	0	0%	0	0%	0	0%
	school district	29	63%	0	0%	0	0%	0	0%	0	0%	17	85%	0	0%	0	0%	0	0%
	college	6	13%	0	0%	0	0%	0	0%	0	0%	2	10%	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	13%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
From inside district, outside or both?	within school district	22	48%	0	0%	0	0%	0	0%	0	0%	11	55%	0	0%	0	0%	0	0%
	outside school district	8	17%	0	0%	0	0%	0	0%	0	0%	3	15%	0	0%	0	0%	0	0%
	both	16	35%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
Do you receive ongoing PD from District?	Yes	41	89%	0	0%	0	0%	0	0%	0	0%	19	95%	0	0%	0	0%	0	0%
	No	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
How many days?	0 days	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	1-4 days	36	78%	0	0%	0	0%	0	0%	0	0%	17	85%	0	0%	0	0%	0	0%
	5-8 days	4	9%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	more than 8 days	0	0%	0	0%	0	0%	0	0%	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	
Job Performance																			
Regularly evaluated?	Yes	46	100%	0	0%	0	0%	0	0%	0	0%	20	100%	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%
How often?	once/month	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/quarter	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	every 6 months	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	once/year	42	91%	0	0%	0	0%	0	0%	0	0%	19	95%	0	0%	0	0%	0	0%
Who evaluates?	supervisor	20	43%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	administrator	22	48%	0	0%	0	0%	0	0%	0	0%	12	60%	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	4	9%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
My supervisor helps me be effective in my job.	agree/strongly	37	80%	0	0%	0	0%	0	0%	0	0%	17	85%	0	0%	0	0%	0	0%
	neither	6	13%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	disagree/ strongly	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	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	
Working Conditions																			
Job description?	Yes	46	100%	0	0%	0	0%	0	0%	0	0%	20	100%	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	39	85%	0	0%	0	0%	0	0%	0	0%	15	75%	0	0%	0	0%	0	0%
	No	6	13%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
Duties beyond primary ones?	Yes	24	52%	0	0%	0	0%	0	0%	0	0%	9	45%	0	0%	0	0%	0	0%
	No	22	48%	0	0%	0	0%	0	0%	0	0%	11	55%	0	0%	0	0%	0	0%
% beyond primary responsibilities	0%	15	33%	0	0%	0	0%	0	0%	0	0%	8	40%	0	0%	0	0%	0	0%
	1-10%	15	33%	0	0%	0	0%	0	0%	0	0%	4	20%	0	0%	0	0%	0	0%
	11-15%	4	9%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	16-25%	6	13%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
	more than 25%	3	7%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	42	91%	0	0%	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%
	neither	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	3	7%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Employ monitors for every bus?	Yes	5	11%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	No	38	83%	0	0%	0	0%	0	0%	0	0%	17	85%	0	0%	0	0%	0	0%
Administer medications?	Yes	5	11%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	No	34	74%	0	0%	0	0%	0	0%	0	0%	18	90%	0	0%	0	0%	0	0%
If so, properly trained?	Yes	11	24%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	No	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	not applicable	13	28%	0	0%	0	0%	0	0%	0	0%	9	45%	0	0%	0	0%	0	0%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	34	74%	0	0%	0	0%	0	0%	0	0%	13	65%	0	0%	0	0%	0	0%
	No	10	22%	0	0%	0	0%	0	0%	0	0%	7	35%	0	0%	0	0%	0	0%
Seniority recognized for awarding job positions?	Yes	14	30%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	No	29	63%	0	0%	0	0%	0	0%	0	0%	14	70%	0	0%	0	0%	0	0%

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Instructional Assistants expected to cover classes?	Yes	6	13%	0	0%	0	0%	0	0%	0	0%	6	30%	0	0%	0	0%	0	0%
	No	14	30%	0	0%	0	0%	0	0%	0	0%	14	70%	0	0%	0	0%	0	0%
	not applicable	26	57%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
If so, how often?	once/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	10%	0	0%	0	0%	0	0%
	2-3 times/week	1	2%	0	0%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	0	0%
	4-5 times/week	2	4%	0	0%	0	0%	0	0%	0	0%	2	10%	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	40	87%	0	0%	0	0%	0	0%	0	0%	14	70%	0	0%	0	0%	0	0%
Work Environment																			
Work in a safe environment?	Yes	40	87%	0	0%	0	0%	0	0%	0	0%	15	75%	0	0%	0	0%	0	0%
	No	6	13%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
District's student discipline policy consistently followed?	Yes	27	59%	0	0%	0	0%	0	0%	0	0%	14	70%	0	0%	0	0%	0	0%
	No	11	24%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
Trained on student discipline policies and processes?	Yes	24	52%	0	0%	0	0%	0	0%	0	0%	15	75%	0	0%	0	0%	0	0%
	No	19	41%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
Peer to peer bullying or harassment an issue?	Yes	6	13%	0	0%	0	0%	0	0%	0	0%	5	25%	0	0%	0	0%	0	0%
	No	38	83%	0	0%	0	0%	0	0%	0	0%	15	75%	0	0%	0	0%	0	0%
Bullying or harassment by supervisor an issue?	Yes	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	No	43	93%	0	0%	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%
Enjoy working in this school district?	agree/strongly	45	98%	0	0%	0	0%	0	0%	0	0%	20	100%	0	0%	0	0%	0	0%
	neither	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	disagree/ strongly	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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