

2017-2018 Assessment Final Report

Department: Hilltop Child Development Center

Part Time Aide Skills Assessment

Introduction

Assessment Project Description

The KU students that utilize Hilltop Child Development Center as a part time Teacher's Aide engage in critical components for KDHE licensing and NAEYC accreditation standards. They actively engage in classroom functionality; including, but not limited to: supervision, fulfilling ratio requirements, cleaning procedures, small and large group activities, children learning activities, and events. The KU students work closely with children ranging in age from 1 years old- 12 years old; while simultaneously learning from professionals in the early childhood education field and working collectively with peers. The part time Teacher's Aides undergo observation and complete self-evaluation surveys of their performance during the fall and spring semesters while employed at Hilltop Child Development Center. The survey information will provide us with their knowledge gained and an assessment of the skills being utilized while employed at Hilltop Child Development Center.

Service/Program Student Learning Outcome(s)

Knowledge Acquisition and Practical Competence

Students participating as a Part Time Aide at Hilltop will be able to...

- Demonstrate developed skills (i.e. organization, collaboration with workplace peers, classroom management, knowledge and implementation of KDHE/NAEYC requirements, etc.) that will enable them to be effective child care professionals at KU and beyond (Practical Competence).

Population/Sample:

Each student who works at Hilltop Child Development Center during the academic calendar year who completes the survey.

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Assessment Method(s):

Short self-assessment survey of skills and knowledge of the part time student aide. This will be conducted at the end of each semester to then use and compare growth with past surveys from that student and other student staff.

Summary of Key Findings/Results

Information gathered provided Hilltop Child Development Center administrators with critical information to impact responsibilities of part time staff, development of staff, trainings, and learning outcomes. We saw key areas in which to develop student employee trainings to help them while still at Hilltop and in the future: Lesson planning, curriculum trainings, and additional teaching opportunities. These trainings will be distributed and given to staff this upcoming fall.

KU Student Affairs Assessment: Hilltop Child Development Center		
	Fall 2017	Spring 2018
Number of Respondents	44/	40/66
Length of Employment		
> 1 Semester	43%	12.50%
1-2 Semesters	25.00%	43%
3-4 Semesters	18.00%	25%
< 4 Semesters	14%	20.00%
While working at Hilltop, I would classify my attendance as:		
Excellent	80.00%	70.00%
Fair	20.00%	30.00%
Needs Improvement	0%	0%
While working at Hilltop, I would classify my supervision of the children as:		
Excellent	66.00%	70.00%
Fair	34.00%	30.00%
Needs Improvement	0%	0%
While working at Hilltop, I would classify my work place initiative as:		

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Excellent	66.00%	72.50%
Fair	34.00%	27.50%
Needs Improvement	0%	0%
While working at Hilltop, I would classify my knowledge of early childhood education as:		
Excellent	43%	57.50%
Fair	57.00%	42.50%
Needs Improvement	0.00%	0%
When a teacher is absent, I feel I can successfully run a classroom activity		
Strongly Agree	45%	54%
Agree	48%	41.03%
Neither Agree nor Disagree	7%	2.56%
Disagree	0%	0.00%
Strongly Disagree	0%	2.56%
I feel I know the licensing rules for classroom ratios.		
Strongly Agree	58.00%	58.97%
Agree	40.00%	38.46%
Neither Agree nor Disagree	2.00%	0.00%
Disagree	0%	0.00%
Strongly Disagree	0%	3%
I can effectively lead small and large group classroom activities		
Strongly Agree	40%	38%
Agree	45%	46%
Neither Agree nor Disagree	15%	13%
Disagree	0%	0%
Strongly Disagree	0%	3%
My organizational and time management skills have improved		
Strongly Agree	68%	51%
Agree	20%	33%
Neither Agree nor Disagree	13%	10%
Disagree	0%	3%

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	Strongly Disagree	0%	3%
I know how to collaborate effectively with my workplace peers			
Strongly Agree		60%	69%
Agree		38%	23%
Neither Agree nor Disagree		2%	3%
Disagree		0%	0%
Strongly Disagree		0%	5%

Key Responses: Based on your work experience at Hilltop, please list at least one skill you have learned or developed that will enable you to be an effective at future positions/careers

Fall 2017

Learning how to jump at educational opportunities in everyday conversations and activities with the children has been very valuable, a skill I know will be a huge advantage with interactions with children in the future.

I have learned how to effectively ask the toddler age children questions in order for them to learn conversational skills and learn about the object/activity i am asking about.

Patience
Redirecting
children's
behaviors

Spring 2018

Being able to be kind, clear, and direct in speaking to children. How to stay patient, fun, and working with "tougher" kids. How to relax and have fun while still remaining alert and sensitive to the children I supervise.

Classroom
Management
Patience
Time
Management

Key Responses: While working at Hilltop, I would like to learn or experience:

Fall 2017

I would like to learn more strategies to handle kids in different situations and in different age groups.

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More chances to build relationships with children- I found it much more helpful being in certain classrooms consistently, with for myself as an aide and the children in each(as they recognized who I was)

How to not only handle a classroom well but also help kids learn and have a great experience

Spring 2018

Getting better at dealing with large groups of kids and thinking of new activities for them

I would like to further my skills! Any new skills I learn are a bonus!

More experience and guidance on how to interact and better assist children with behavioral problems

Conclusions

Impact of Assessment

Hilltop will use the information provided by the Part Time Aides to create and improve additional trainings for part time staff provided by our Behavioral Consultant.

Lessons Learned

We received very informative and full responses from the student employees; which provided us with great data to utilize moving forward. We sent the survey before Finals Week in the Spring and it resulted in a slightly higher response rate.

We also had turnover of staff that initially responded and then did not have the ability to respond to the second survey; creating a discrepancy in comparative data.