

# 2018-2019 Assessment Final Report

## Hilltop Child Development Center

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### 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 will engage in critical components for KDHE licensing and NAEYC accreditation standards. They will be actively engaged 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 will be working 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 will undergo observation and evaluation of their performance during the fall and spring semesters employed at Hilltop Child Development Center. The survey information will provide us with their knowledge gained and an assessment of if their skills are 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.

##### Assessment Method(s):

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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 training will be distributed and given to staff this upcoming fall.

### 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.

KU Student Affairs Assessment: Hilltop Child Development Center		
	Fall 2018	Spring 2019
Number of Respondents	47/69	34/75
<b>Length of Employment</b>		
> 1 Semester	36%	35.29%
1-2 Semesters	19.15%	38%
3-4 Semesters	27.66%	18%
< 4 Semesters	17%	8.82%
<b>While working at Hilltop, I would classify my attendance as:</b>		
Excellent	78.82%	82.35%
Fair	21.28%	17.65%
Needs Improvement	0%	0%
<b>While working at Hilltop, I would classify my supervision of the children as:</b>		
Excellent	68.09%	73.53%

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Fair	31.91%	26.47%
Needs Improvement	0%	0%
While working at Hilltop, I would classify my work place initiative as:		
Excellent	48.94%	50.00%
Fair	51.06%	50.00%
Needs Improvement	0%	0%
While working at Hilltop, I would classify my knowledge of early childhood education as:		
Excellent	43%	47.06%
Fair	57.45%	52.94%
Needs Improvement	0.00%	0%
When a teacher is absent, I feel I can successfully run a classroom activity		
Strongly Agree	40%	41%
Agree	53%	52.94%
Neither Agree nor Disagree	4%	5.88%
Disagree	2%	0.00%
Strongly Disagree	0%	0.00%
I feel I know the licensing rules for classroom ratios.		
Strongly Agree	59.57%	47.06%
Agree	38.30%	50.00%
Neither Agree nor Disagree	2.13%	2.94%
Disagree	0%	0.00%
Strongly Disagree	0%	0%
I can effectively lead small and large group classroom activites		
Strongly Agree	43%	32%
Agree	49%	53%
Neither Agree nor Disagree	9%	9%
Disagree	0%	6%
Strongly Disagree	0%	0%
My organizational and time management skills have improved		
Strongly Agree	51%	59%
Agree	36%	29%

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Neither Agree nor Disagree	13%	15%
Disagree	0%	0%
Strongly Disagree	0%	0%

I know how to collaborate effectively with my workplace peers

Strongly Agree	60%	53%
Agree	34%	44%
Neither Agree nor Disagree	6%	3%
Disagree	0%	0%
Strongly Disagree	0%	0%

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 2018

Working at Hilltop I have learned patience. I want to work in schools as a psychologist in my professional career and I know that working with kids requires the patience to resolve issues and hear kids out. Hilltop has taught me that you have to listen to the kids and let them handle their emotions themselves sometimes and you have to be willing to work with them.

I have learned how to adapt the way that I handle situations with each child based on what disciplinary or learning style works best for them. I have also learned how to speak in a way that they will understand what I am saying and feel respected by me. I can apply this to my professional career because people have a variety of ways that they learn or act, and it is important to adapt to different situations to provide healthy communication.

As a future speech pathologist, listening to the point of views of the children has helped my get used to their language abilities. I have been able to observe their development.

- Multi tasking
- Classroom management
- Time management
- Adaptation

### Spring 2019

I have learned how to work with all types of children with different personalities and demeanors! Finding and bringing out the potential in each child is part of why I enjoyed my experience at Hilltop so much, and why I want to work with kids in my career one day. I have also learned a lot about how to interact with children in all age ranges, from the 1-year-old classrooms to the older 4 to 5-year old classrooms.

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I have learned that not everything can be done on my own! Working in such a constantly high energy space, means having to be willing to ask for help.

Time  
management

Working at Hilltop has helped my gain a new level of self-confidence within myself that I never knew existed.

Communication  
resolving conflicts

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

### Fall 2018

I would like to learn how the administrative side of Hilltop works and how to deal with kids that tend to cause more issues in the classrooms

Engaging with children

Educational/ developmental aspects of the job. For example I would love to better understand the assessments that are done and why.

### Spring 2019

So far I have loved experiencing that different classroom dynamics and I would like to continue with these experiences. Every teacher runs their class a little differently and seeing this and the benefits of each teaching style is a great learning experience!

Developmentally Appropriate Practice

Running a small or large group

### 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.