

2019-2020 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 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 in [Insert Service/Program Name] 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 2019	SPRING 2020
Number of Respondents	53	35
Length of Employment		
> 1 Semester	42%	14.29%
1-2 Semesters	26.42%	54%
3-4 Semesters	15.09%	17%
< 4 Semesters	17%	14.29%
While working at Hilltop, I would classify my attendance as:		
Excellent	73.58%	88.57%
Fair	22.64%	11.43%
Needs Improvement	4%	0%
While working at Hilltop, I would classify my supervision of the children as:		
Excellent	66.04%	74.29%

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Fair	32.08%	25.71%
Needs Improvement	2%	0%
While working at Hilltop, I would classify my work place initiative as:		
Excellent	39.62%	51.43%
Fair	58.49%	48.57%
Needs Improvement	2%	0%
While working at Hilltop, I would classify my knowledge of early childhood education as:		
Excellent	57%	62.86%
Fair	41.51%	37.14%
Needs Improvement	1.89%	0%
When a teacher is absent, I feel I can successfully run a classroom activity		
Strongly Agree	30%	43%
Agree	62%	54.29%
Neither Agree nor Disagree	4%	2.86%
Disagree	2%	0.00%
Strongly Disagree	2%	0.00%
I feel I know the licensing rules for classroom ratios.		
Strongly Agree	36.54%	48.57%
Agree	59.62%	48.57%
Neither Agree nor Disagree	1.92%	0.00%
Disagree	2%	2.86%
Strongly Disagree	0%	0%
I can effectively lead small and large group classroom activities		
Strongly Agree	34%	34%
Agree	60%	60%
Neither Agree nor Disagree	4%	6%
Disagree	2%	0%
Strongly Disagree	0%	0%
My organizational and time management skills have improved		

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Strongly Agree	46%	57%
Agree	42%	34%
Neither Agree nor Disagree	11%	6%
Disagree	2%	3%
Strongly Disagree	0%	0%

I know how to collaborate effectively with my workplace peers

Strongly Agree	51%	69%
Agree	49%	31%
Neither Agree nor Disagree	0%	0%
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

I have learned how to effectively work with all ages and abilities. I have learned how to respond and act in certain situations that I would otherwise not have learned if I wasn't an employee at Hilltop.

I have learned how to work with kids of all different ages and the best way to interact with all different types of kids. Every child is unique and you need to adjust your interaction based on the child and their personality.

I plan on being an elementary school teacher so a lot of the things I do at Hilltop will apply to that.

time management

collaboration

conflict resolution

multitasking

reliability

SPRING

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I feel like I have really grown in a lot of areas. The most important for me regarding my future is the ability to talk to children in a meaningful way and understand how they operate. I have had previous exposure in working with kids, but I feel like this opportunity has exposed me to so many types of children whether that be ethnically/racially, mentally, or physically. It has been very helpful learning how to communicate and guide the variety of children I have worked with. I hope to earn my PhD after graduating KU in Clinical Child Psychology and eventually work with kids in a clinical setting and that is why I believe these skills will be the most useful to me in the future.

I learned effective classroom management. This skill I will take with me to my future careers as I enter into the field of education.

leader

I've learned how to turn everything, even minor things, into a learning situation.

collaboration

multitasking

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

FALL

I would like to experience working with all age groups to learn how to teach different developmental skills.

I would like to continue to experience different classrooms because so far I have learned a lot from watching different teachers and their different teaching styles and seeing how they figure out what works best for different kids.

behavior management

SPRING

The process of lesson planning and where they get ideas for centers and small/large groups.

I would like to learn how to better communicate with and help the 1 year olds.

I would like to learn more strategies for comforting children who are inconsolable.

leading a lesson

how to teach the kids more about daily life skills

how to ask better questions during centers.

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.



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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.