



Assessing Learning Outcomes

April 2011

www.ncicdp.org

Module Overview

- Module Summary
- Institute Overview
- Early Educator Certification Overview
- Your Role as an Adult Educator
- Writing Learning Objectives
- Assessing Learning Objectives

Module Summary

This training tool is a self paced module to assist the user in increasing their understanding about the North Carolina Institute for Child Development Professionals, Early Educator Certification and how to build strong continuing education opportunities grounded in learning outcomes and able to be assessed with a variety of assessment strategies.

Institute Overview

North Carolina Institute for Child Development Professionals

- Non-profit with mission to advocate for and develop a comprehensive early childhood professional development system
 - Organizational Governance – Institute Board
 - EEC Policies - Education, Compensation & Recognition Advisory Committee
 - Task Groups & Committees
 - Partner participation
 - Hundreds of volunteers annually
 - Thousands in E-network
 - Services
 - Systems development, outreach, trainings/webinars, resources & NC Early Educator Certification (EEC)

Early Educator Certification (EEC) Overview

- EEC is acknowledgement of an individual's verified level of educational achievement, based on a standardized scale.
- EEC is field wide.
- EEC is required by law for those teaching in or administering licensed early care and education and school age programs.

EEC Basics

- ▶ Application + official transcripts assessed against leveled scale
 - ▶ <http://ncicdp.org/certification-licensure/eec-overview/>)
 - Currently available:
 - Early Care and Education Professional Scale
 - School Age Professional Scale
 - Adult Educator Endorsement
 - In 2012....Administrator's Endorsement
- ▶ No test & doesn't replace teacher licensure
- ▶ Expires in 3 or 5 years
- ▶ EEC Rewards

EEC Renewal Options

- College credits (4 EC or 2 SA) OR
- Continuing education units (6 EC or 3 SA) OR
- Combination of both AND/OR
- Teaching CEUs or college credits (at highest EEC levels)
- Recent adjustments

Early Childhood Research Shows...

- ▶ College coursework and degrees result in
 - higher quality care and education environments,
 - better outcomes for children,
 - higher levels of workforce compensation,
 - lower workforce turnover rates.

Principles of Good Practice in Continuing Education Shows...

- ▶ Adult learners need time to listen, take in, use and reflect on information provided to improve practice.

Sources:

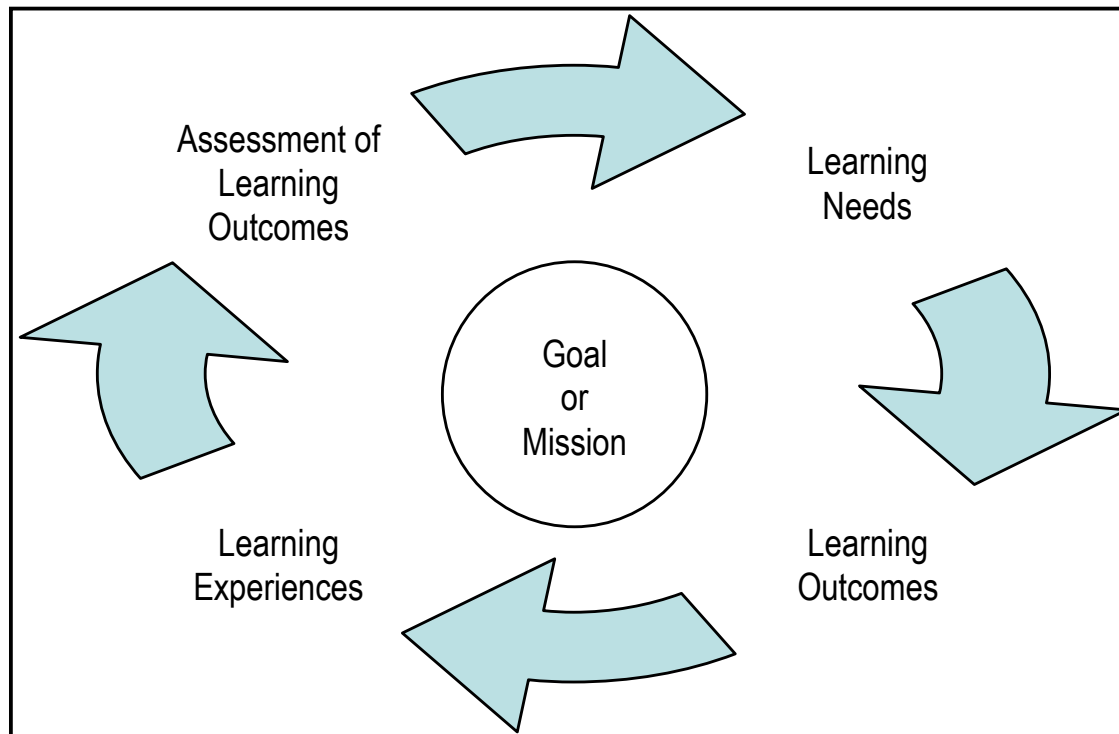
- ▶ Adult learning principles & research
- ▶ Council on the Continuing Education Unit
- ▶ International Association for Continuing Education & Training
 - ▶ American Council on Education,
 - ▶ The Center for Adult Learning and Educational Credentials
- ▶ The Alliance: An Association for Alternative Degree Programs for Adults

Foster Learning

Learning...

- Is enhanced when
 - Learners achieve self-direction.
 - Connections are created.
 - Instruction accounts for learning style and individual difference.
 - Environments are safe.
 - It is immediately applicable to real life concepts.
 - Adults have control or influence over the educational experience.
- Depends upon
 - past and current experiences.
 - active involvement of the learner.
 - Problem-centered versus content-centered

Continuing Education is a Continuous, Ongoing Process



Provide Effective Learning Opportunities

- ▶ As an adult educator your role is to facilitate learning
 - Organize content to provide continuity, sequencing & integration of activity to achieve outcomes.
 - Build content and instructional materials that are current and relevant.
 - Be or use qualified staff - education and experience.
 - Provide a physical learning environment conducive to learning content.

Understand Learning Outcomes

Learning outcomes are...

- Statements that specify what learners will know or be able to do as a result of a learning activity.
- Usually expressed as knowledge, skills, or attitudes.
- Should flow from a needs assessment.
 - Determine the gap between an existing condition and a desired condition.
 - knowledge, skills, or attitudes needed to fulfill the need
 - Represent the solution to the identified need or issue.
 - Provide direction in planning session/activities.

Build Strong Learning Outcomes

Use learning outcomes to

- determine instructional strategies and learning experiences.
- set tone/create an appropriate learning environment.

Engage Learners

- ▶ Tap into prior experience and/or education assessed
 - ▶ Use to engage participants
 - ▶ Document rationale for learning experiences
- ▶ Assess learning styles
 - ▶ Use to convey information
 - ▶ Document rationale for types of assessment
- ▶ Provide opportunities
 - ▶ For self-direct learning
 - ▶ Access technology provided
 - ▶ Advance math, writing, reading and comprehension skills

Sample Learning Outcomes

What will change?

- Participants **will increase** their knowledge about how to report child abuse and neglect.
- Reports of child abuse and neglect may be more accurate or increase in reporting.

Sample CEU Outline

Goal/Purpose of CEU Session: By the end of the session, participants will be able to identify effective strategies for supporting healthy social emotional behavior in child care settings.

Pre-assessment strategy(ies): Survey participants prior to the session to learn what strategies they are currently using.

DCD Topic Area(s): 2, 7, 8

Materials Needed: CSEFEL pyramid visual, Foundations booklet, publications, discussion prompts

Session # and Time Allotted/ Standards	Content	Learning Outcomes (What will change?)	Instructional Methods experiences/activities & assignments (What will they do?)	Engagement Strategies (How will you involve the learners?)	Assessment Strategies (How will you assess learning has occurred?)
<p>Session 1 Total: 5 hours (.5 CEUs)</p> <p>CSEFEL, Foundations for Early Learning, Regulations</p>	<ul style="list-style-type: none"> - Share research about ages & stages - Provide statistics about children’s needs - Demonstrate how schedules, environments and child: staff ratio influence behavior - Provide examples of when things went well and not so well. - Brainstorm preventive strategies - Provide tips for coping with difficult or ongoing behavior challenges 	<p>Participants will</p> <ul style="list-style-type: none"> - increase their awareness about what behavior they can realistically expect from young children. - be able to scan and address up to 3 potential triggers in the environment - identify up to 5 potential preventive strategies to prevent - be able to draw on 3 or more coping methods 	<ul style="list-style-type: none"> - Lecture (listen) - Case studies (read) - Group discussions (comprehension) - Online research (read, comprehend, synthesize) - Email discussion (write) - Role play (use) - Individual reflection (assess) - Printed materials (read) 	<ul style="list-style-type: none"> - Reading case studies - Discussing case studies - Building a schedule - Setting up a learning environment - Participation in role play - Review of printed and online resources 	<ul style="list-style-type: none"> - Pre-assessment survey of learner needs - Oral discussions - Review of email discussions - Pop up Q&A at end of session - Email follow up to check in re: use of content one – two months after session

Learning Assessment Strategies

- Pre- and post assessment
- Written observation submitted
- Online class discussion of observations
- Reflective writing
- Role playing situations
- Journal reflection and review
- Within 2 weeks of the end of class, send action plan

Learning Assessment Tools

- Portfolios as Assessment Tool
 - <http://www.ualberta.ca/~tfenwick/ext/pubs/print/portfolio.htm>
- Pre- and Post Assessment Strategies
 - http://boe.ming.k12.wv.us/teachers/di/di_rubrics/introduction%20to%20DI%20assessment.htm
- Classroom Assessment Techniques
 - <http://www.ncicdp.org/documents/Assessment%20Strategies.pdf>

Tools for Adult Educators

- Institute website: www.ncicdp.org

Continuing Education Library

<http://ncicdp.org/continuing-education/continuing-education-library-cel-2/>

- Adult learning tools,
- Case studies,
- CEU Development & Review Tool and
- More!

Contact Information

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