Shining a Light on Implicit Bias to Improve the Quality of Early Learning for All Children

CONTINUING THE CONVERSATION

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Maryland Ready At Five
Building Equity in Early Learning
Linthicum Heights, Maryland
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We love Preschool teachers!

"Your heart is slightly larger than normal, but that's because you're a preschool teacher."

Many Factors Predict Preschool Expulsion

Teacher Job Stress

<table>
<thead>
<tr>
<th></th>
<th>Low Stress</th>
<th>Average Stress</th>
<th>High Stress</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Classrooms Expelling</td>
<td>4.9%</td>
<td>9.3%</td>
<td>14.3%</td>
</tr>
</tbody>
</table>
“Today we’re going to explore in paint how we feel when we’re picked up late from preschool.”

Job Stress in the Classroom?

VIDEO
“You got a little bias stuck between your teeth.”

Behavioral Consultation Predicts Decreased Expulsion

<table>
<thead>
<tr>
<th>Access to Behavioral Support Staff</th>
<th>% Classrooms Expelling</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Access</td>
<td>14.3%</td>
</tr>
<tr>
<td>On-Call Access</td>
<td>10.3%</td>
</tr>
<tr>
<td>On-Site Access</td>
<td>8.0%</td>
</tr>
</tbody>
</table>

Early Childhood Consultation Partnership

- Created in 2002 – Funded by DCF
- Availability: All CT child care & ece programs serving 0- to 5-year olds
- Referral-source: child care directors (teachers & parents)

- Services: Child/classroom-focused consultation, Teacher training, Home-based component
- Consultants: 10-20 MA-level throughout state
- Dosage: Brief (3 months), intense (6-8 hrs/wk)
- Supervision: Group, Individual, Agency-based

What ECCP is not!

When babies see shrinks
Sometimes very young minds need special care

Yale SCHOOL OF MEDICINE
Hot Off the Press!

Results (Target Children)

**CTRS Oppositional**

![Graph showing CTRS Oppositional scores](Image)

- Pretest: 6
- Posttest: 4
- (F = 6.05*, d = 0.39)

**CTRS Hyperactivity**

![Graph showing CTRS Hyperactivity scores](Image)

- Pretest: 8
- Posttest: 2
- (F = 13.28***, d = 0.57)

**CTRS Total Behavior Prob**

![Graph showing CTRS Total Behavior Prob scores](Image)

- Pretest: 20
- Posttest: 15
- (F = 11.61***, d = 0.63)

**SSRS Externalizing**

![Graph showing SSRS Externalizing scores](Image)

- Pretest: 6
- Posttest: 2
- (F = 5.01*, d = 0.41)
Climate of Healthy Interactions for Learning & Development (CHILD)

- A new observational measure of the relationships and “mental health climate” of early childhood settings.

- Measures all interactions.
  - Staff-Child
  - Child-Child
  - Staff-Staff

- Measures staff attunement to overt and subtle cues, verbal and nonverbal behaviors.

- Addresses equity and inclusion.
Climate of Healthy Interactions for Learning & Development (CHILD)

- 28 items in 9 domains.
  - Transitions
  - Directions & Rules
  - Social & Emotional Learning
  - Staff Awareness
  - Staff Cooperation
  - Staff-Child Interactions
  - Individualized & Developmentally-Appropriate Pedagogy
  - Child Behaviors
- Requires about 2-3 hours of observation.

Current classroom quality measures typically...

- Under-emphasize the importance of transitions.
- Ignore opportunities during free-play, choice-time, meals, etc.
- Ignore most of the adults in the room (only focus on “lead teacher”).
- Ignore issues of equity and inclusion.
Empathy

- What is empathy?
- Dore et al. 2014 study
- Hand in fMRI study

- How do we develop empathy across racial/cultural lines?

- How do we develop empathy for children?

- Parent-Teacher collaboration as a protective factor?

Peach Trees & Babies
Thank You! To Read More...

http://www.rwjf.org/content/dam/farm/reports/issue_briefs/2016/rwjf431300/subassets/rwjf431300_2

Random-Controlled Evaluation of ECMHC (Sep 2016)
http://www.jaacap.com/

Yale Preschool Implicit Bias Study (Sep 2016)
www.ziglercenter.yale.edu/publications/briefs.aspx

National Academy of Sciences (Oct 2016)

Preschool Suspension & Expulsion Timeline
www.ziglercenter.yale.edu/publications/expulsion.aspx

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