

## **Child Development**

**Customized Written Assessment**  
**Test Code: 8617      Version: 01**

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## Instructions for Taking the Written Assessment

1. Fill in ALL of the information requested on the Participant Answer Sheet with a soft black lead No. 2 pencil. Every field must be completed in order to ensure your answer sheet is scored properly. The test administrator will provide you with instructions for completing the *Participant Information and Test Information* portions of the answer sheet.
2. Use only as many of the response spaces on the answer sheet as are required for this test. Record your written responses in the section of the answer sheet labeled Written Test and your performance responses in the section of the answer sheet labeled Performance Test.
3. Mark each item by darkening the corresponding circle with a No. 2 pencil for the answer choice you think is correct.
4. Erase completely any answer you want to change and then darken the circle for the answer you believe to be correct. You must erase your first mark completely; failure to do so may result in a wrong reading by the scanner.
5. Mark only one answer for each test item. Items marked with more than one choice are automatically scored as incorrect. You should answer all items to the best of your ability. Items left blank are automatically scored as incorrect.
6. Erase any stray marks on the answer sheet as these may lower your score.
7. If you need to return to a question, place a check in the margin of the test booklet and return to it for additional consideration after you have completed the last question.
8. Look over your answer sheet when you have finished and darken any marks that are not black and shiny.

NOTE: the test proctor will announce the time limit for this test.

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## NOCTI

**Directions:** Each of the questions or incomplete statements listed below is followed by four possible answers. Read each question carefully and completely before you attempt to select an answer. Choose the response that you believe best answers the question or completes the statement. Completely fill in the circle containing the letter of your choice on the answer sheet. If you make a mistake, be sure to erase completely.

A nonprogrammable calculator may be used for this test.

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|---|
| <p style="text-align: center;"><b>CHILD AND HUMAN<br/>DEVELOPMENT</b></p> |
|---|

1. Mother and father and at least one child is considered a
  - A. nuclear family
  - B. single parent family
  - C. blended family
  - D. extended family
2. Mother or father and at least one child is considered a
  - A. nuclear family
  - B. single parent family
  - C. blended family
  - D. extended family
3. Single parent marries another person who may or may not have children is considered a
  - A. nuclear family
  - B. single parent family
  - C. blended family
  - D. extended family
4. Parent or parents with at least one child and other relative that lives with them is considered a/an
  - A. nuclear family
  - B. single parent family
  - C. blended family
  - D. extended family
5. What type of family includes a step parent?
  - A. blended
  - B. sibling
  - C. nuclear
  - D. foster
6. Jimmy said "I have to hurry home and move my clothes out of my bedroom because Grandma can't live alone anymore and will be moving into my bedroom." What type of family structure will Jimmy be living in?
  - A. nuclear
  - B. single parent
  - C. blended
  - D. extended

7. Which of the following trends effect families in society?
- A. mobility
  - B. aging population
  - C. economics
  - D. workplace changes
  - E. all of the above
8. What is intergenerational interaction?
- A. the relationships between older and younger age groups
  - B. the primary reason both parents are often employed
  - C. the connection between education and skills
  - D. a place parents can go for support
9. Which of the following would **NOT** promote good communication and interaction in the family?
- A. face to face interaction
  - B. setting limits for use of technology
  - C. celebrating family traditions
  - D. doing all communications by cell phone, texting or social media
10. An essential indicator of planning for family changes is
- A. discussing job, leave and child care arrangements
  - B. leaving children out of all the decisions
  - C. financial planning by the father
  - D. all of the above
11. Activities that form strong family ties are called
- A. forming traditions
  - B. shared values
  - C. coping skills
  - D. appreciation
12. Beliefs that are held by family, community, or society are called
- A. forming traditions
  - B. shared values
  - C. coping skills
  - D. appreciation
13. Techniques used to solve family problems are called
- A. forming traditions
  - B. shared values
  - C. coping skills
  - D. appreciation
14. Sense of gratitude toward the family is called
- A. forming traditions
  - B. shared values
  - C. coping skills
  - D. appreciation
15. Family traditions provide which of the following?
- A. continuity
  - B. understanding
  - C. appreciation
  - D. all of the above

16. A child's growth and development is influenced by interaction with family members. This is an example of
- A. hereditary experiences
  - B. environmental experiences
  - C. directed experiences
  - D. indirect experiences
17. A child's maximum intellectual ability determined by heredity can be fulfilled by
- A. giving the child full freedom
  - B. offering regular checkups and health care
  - C. providing a stimulating, nurturing environment
  - D. following strict discipline standards
18. Parents who make unreasonable demands on their children
- A. harm their emotional development
  - B. stunt their physical growth
  - C. help them to succeed
  - D. cause them to be hyperactive
19. Just as their parents did, Katie and Sam always serve black-eyed peas to their children on New Year's Day. This is an example of
- A. parental pressure
  - B. character building
  - C. cultural influence
  - D. family life cycle
20. What resources would you use to teach ethnic heritage for all children?
- A. flags or other national symbols
  - B. pictures or other art
  - C. traditional games and music
  - D. all of the above
21. Which of the following parenting basics are applicable in all cultures?
- A. discipline techniques
  - B. appreciation of one's own racial and ethnic background
  - C. observance of Christmas holiday
  - D. provision of health insurance
22. Vaccines given to children for protection against certain diseases are known as
- A. universal precautions
  - B. immunizations
  - C. pathogens
  - D. none of the above
23. What is the correct order of prenatal development?
- A. zygote, fetus, embryo
  - B. zygote, embryo, fetus
  - C. fetus, embryo, zygote
  - D. embryo, zygote, fetus

24. Match the part with the following function:  
Produces estrogen

- A. ovary
- B. fallopian tubes
- C. cervix
- D. uterine lining
- E. perineum

25. Match the part with the following function:  
Site of ectopic pregnancy

- A. ovary
- B. fallopian tubes
- C. cervix
- D. uterine lining
- E. perineum

26. Match the part with the following function:  
Dilates during labor

- A. cervix
- B. uterine lining
- C. perineum
- D. urethra

27. Match the part with the following function:  
Also known as the endometrium

- A. cervix
- B. uterine lining
- C. perineum
- D. urethra

28. Match the part with the following function: Cut  
during delivery

- A. cervix
- B. uterine lining
- C. perineum
- D. urethra

29. Match the part with the following function:  
Carries urine out of the body

- A. cervix
- B. uterine lining
- C. perineum
- D. urethra

30. What is it called when a fertilized egg implants  
in the fallopian tube?

- A. ectopic pregnancy
- B. uterine lining
- C. perineum
- D. urethra

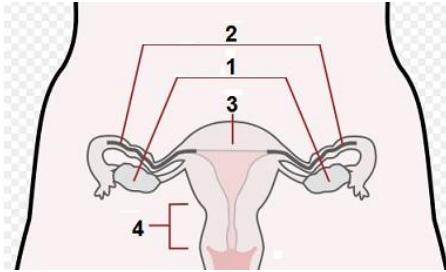
31. Which of the following is not a part of the  
human reproduction system?

- A. ovaries
- B. fallopian tubes
- C. pelvis
- D. prostate gland



Use the image below to answer the following question.

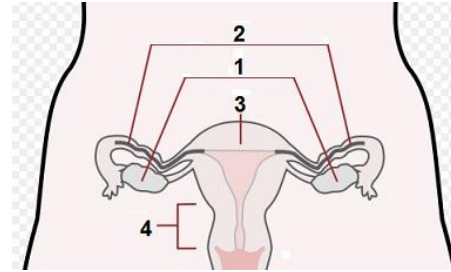
32. What organ is indicated by the number 1?



- A. ovaries
- B. fallopian tubes
- C. uterus
- D. cervix

Use the image below to answer the following question.

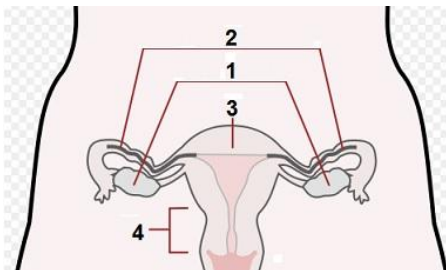
34. What organ is indicated by the number 3?



- A. ovaries
- B. fallopian tubes
- C. uterus
- D. cervix

Use the image below to answer the following question.

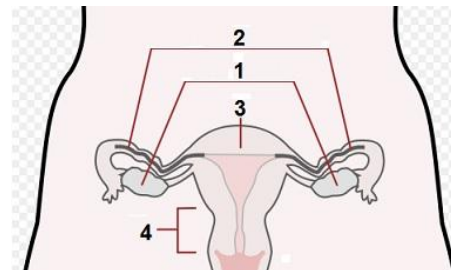
33. What organ is indicated by the number 2?



- A. ovaries
- B. fallopian tubes
- C. uterus
- D. cervix

Use the image below to answer the following question.

35. What organ is indicated by the number 4?



- A. ovaries
- B. fallopian tubes
- C. uterus
- D. cervix

36. Gender determination of a child is the result of

- A. genetics
- B. recessive genes
- C. dominant genes
- D. x and y chromosomes

37. Which of the following is produced from two separate egg cells being fertilized?
- A. triplets
  - B. Siamese twins
  - C. fraternal twins
  - D. identical twins
38. The thinning of the cervix is considered
- A. effacement
  - B. postpartum
  - C. crowning
  - D. lightening
39. The six weeks after birth for the mother is considered
- A. effacement
  - B. postpartum
  - C. crowning
  - D. lightening
40. When the baby's head first shows is considered
- A. effacement
  - B. postpartum
  - C. crowning
  - D. lightening
41. When the baby moves down the abdomen is considered
- A. effacement
  - B. postpartum
  - C. crowning
  - D. lightening
42. The widening of the cervix is considered
- A. dilation
  - B. amniocentesis
  - C. transition
  - D. fetus
43. A prenatal test in which a needle is inserted into the amniotic sac to test the fetus progress is called
- A. dilation
  - B. amniocentesis
  - C. transition
  - D. fetus
44. The most difficult part of labor is called
- A. dilation
  - B. amniocentesis
  - C. transition
  - D. fetus
45. The most common method for numbing pain during childbirth is called
- A. epidural
  - B. ultrasound
  - C. episiotomy
  - D. show
  - E. Lamaze

46. A prenatal test using sonar to see a developing fetus is called a/an
- A. epidural
  - B. ultrasound
  - C. episiotomy
  - D. show
  - E. Lamaze
47. The incision made in the perineum to make delivery easier is called
- A. an epidural
  - B. an ultrasound
  - C. an episiotomy
  - D. a show
  - E. Lamaze
48. The mucus plug covering the cervix is called
- A. epidural
  - B. ultrasound
  - C. episiotomy
  - D. show
  - E. Lamaze
49. Using breathing and relaxation techniques for childbirth is called
- A. epidural
  - B. Apgar
  - C. episiotomy
  - D. show
  - E. Lamaze
50. The test administered immediately after birth to a baby is called
- A. epidural
  - B. Apgar
  - C. episiotomy
  - D. show
  - E. Lamaze
51. Genetic counseling is expert information about
- A. heredity
  - B. marital problems
  - C. eating disorders
  - D. discipline problems
52. The units in the chromosomes that carry inherited characteristics are
- A. cells
  - B. zygotes
  - C. genes
  - D. chorionic villi
53. A mother and father who both have brown eyes have a blue-eyed baby. What is the explanation?
- A. it is an accident of nature and cannot be explained
  - B. blue eye gene came from the father only
  - C. both parents gave a recessive blue eye gene to the baby
  - D. the color of a person's eyes is random

54. A recessive gene will produce a trait (show up in the child) only when
- A. transmitted by the father
  - B. transmitted by the mother
  - C. transmitted by grandparents
  - D. transmitted by both parents
55. Which of the following birth defects are environmental?
- A. muscular dystrophy
  - B. down's syndrome
  - C. fetal alcohol syndrome
  - D. phenylalanine
56. Which child theorist is known for his eight-stage theory of personality development which begins with trust versus mistrust?
- A. Maslow
  - B. Piaget
  - C. Erikson
  - D. Kohlberg
57. During which stage of Piaget's theory does a person understand object permanence?
- A. sensorimotor
  - B. preoperational
  - C. concrete operational
  - D. formal operational
58. In which stage of Piaget's theory does a person learn through senses?
- A. sensorimotor
  - B. preoperational
  - C. concrete operational
  - D. formal operational
59. Jon, a kindergartener, does not pay attention in class, has low self-esteem and has trouble making friends. However, since he started wearing glasses, his behavior has improved. He has begun to make more friends and his self-esteem is improving. This is an example of
- A. development is continuous throughout life
  - B. development is similar for everyone
  - C. development areas are interrelated
  - D. development proceeds at an individual rate
60. A good reason to become a parent is to
- A. give my own parents grandchildren
  - B. make me feel important
  - C. have someone to love me
  - D. give someone else love and care
61. Which of the following can help families manage work and family life?
- A. delegate responsibilities
  - B. prioritize
  - C. show initiative
  - D. all of the above
62. Children whose parents practice an authoritarian parenting style often have
- A. limited decision-making skills
  - B. problems understanding limits
  - C. strong skills in negotiating
  - D. a high self-esteem

63. Positive reinforcement encourages a particular behavior because it
- A. helps the child feel good about himself/herself
  - B. teaches a child to fear the parent
  - C. breaks down the trust between the child and the parent
  - D. involves the use of bribes and material rewards
64. Which of the following does not promote language development?
- A. being a good language model for the toddler
  - B. reading a picture book to the toddler every day
  - C. playing one of the two language games with the toddlers every day
  - D. punishing the child every time he/she makes a language mistake
65. Parents of toddlers can prevent possible dangers by
- A. making lots of rules for toddlers to follow
  - B. keeping the toddler in cribs and playpens
  - C. never letting toddlers play by themselves
  - D. setting up a room that is safe for toddlers to play in and explore
66. Which of the following is **NOT** a way for parents to develop trust with their infants?
- A. feeding the baby when he/she is hungry
  - B. comforting the infant when he/she is in distress
  - C. changing the child's diaper when soiled
  - D. providing a variety of toys
67. Which financial consideration about children is **NOT** true?
- A. children are expensive
  - B. children cost money even before they are born
  - C. insurance can help financially with medical expenses
  - D. children cost less as they grow older
68. Which statement regarding teenage parents is true?
- A. teens make better parents because the age span between parents and child is smaller
  - B. a female under age of 18 who becomes pregnant faces fewer health risks than females between the ages of 20 and 30
  - C. teen pregnancy poses health problems for the expectant mother
69. The majority of the parents that send their children to Hercules afterschool program are very happy with the program. Outcomes of this parental satisfaction may include
- A. decreased enrollment
  - B. increased enrollment
  - C. increased in parent volunteers
  - D. decrease in parent volunteers
70. Several of the staff at Gingerbread Day Care have been coming to work late. Why is it important to correct the situation?
- A. staff may come to believe that punctuality is important
  - B. staff morale may be positively affected
  - C. fewer staff may affect the children's safety
  - D. fewer staff will foster independence in children

71. As the owner of Sunshine Day Care, you are responsible for hiring employees. Which factor below is acceptable to consider in making your decision?
- A. race
  - B. gender
  - C. age
  - D. experience
72. A person who does not help to conceive a child but becomes a legal parent and raises the child as his or her own is known as a/an \_\_\_\_\_ parent.
- A. biological
  - B. adoptive
  - C. step
  - D. foster
73. What guards against jolts and keeps the fetus at a constant temperature?
- A. amniotic fluid
  - B. umbilical cord
  - C. placenta
  - D. fetus
74. What allows nourishment to pass from the mother to her unborn child?
- A. amniotic fluid
  - B. umbilical cord
  - C. placenta
  - D. fetus
75. What is the organ that develops between the embryo and uterus that filters nutrients and oxygen?
- A. amniotic fluid
  - B. umbilical cord
  - C. placenta
  - D. fetus
76. During which trimester would a baby weighing 6-9 pounds most likely be?
- A. 1st
  - B. 2nd
  - C. 3rd
  - D. 4th
77. During which trimester would a yolk sac help to nourish the baby?
- A. 1st
  - B. 2nd
  - C. 3rd
  - D. 4th
78. During which trimester would a mother most likely start feeling the baby kick?
- A. 1st
  - B. 2nd
  - C. 3rd
  - D. 4th
79. The ability to use the hands, fingers, and thumbs with precision is
- A. coordination
  - B. gross motor skills
  - C. fine motor skills
  - D. manipulation

80. A newborn's foot is stroked and the baby fans its toes, this is called
- A. Babinski
  - B. moro/startle
  - C. stepping
  - D. rooting
  - E. grasping
81. A child arches its back, throws their head back, and throws their arms apart, this is called
- A. Babinski
  - B. moro/startle
  - C. stepping
  - D. rooting
  - E. grasping
82. When held upright, a baby raises the soles of the foot when it touches a surface, as if walking is called
- A. Babinski
  - B. Moro/startle
  - C. Stepping
  - D. Rooting
  - E. Grasping
83. What it is called when the babies cheek is touched, the baby turns toward the touch?
- A. Babinski
  - B. moro/startle
  - C. stepping
  - D. rooting
  - E. grasping
84. When a newborn closes his or her hand tightly around an object placed in the palm is called
- A. Babinski
  - B. moro/startle
  - C. stepping
  - D. rooting
  - E. grasping
85. Which is the most accurate order in which physical development takes place?
- A. lifts, raises chest, props self on forearms, rolls over, sits up, crawls, stands, cruising around, walks on own
  - B. lifts, roll's over, raises chest, props self on forearms, sits up, crawls, stands, cruising around, walks on own
  - C. lifts, sits up, crawls, stands, cruising around, raises chest, props self on forearms, roll's over, walks on own
  - D. lifts, walks on own, raises chest, props self on forearms, roll's over, sits up, crawls, stands, cruising around
86. What new ability marks the beginning of the toddler stage?
- A. talking
  - B. walking
  - C. running
  - D. climbing
87. One of the greatest physical challenges for the 2-year-old is
- A. becoming toilet trained
  - B. learning to walk
  - C. learning to talk
  - D. sharing toys with friends

88. What term is used to describe the toddler's idea that the whole world revolves around him/her?
- negativism
  - egocentrism
  - autonomy
  - progressive development
89. Identify the type of play when a baby plays with pots and pans.
- solitary
  - parallel
  - onlooker
  - cooperative
90. Identify the type of play when two girls are playing with dolls, but do not talk to each other.
- solitary
  - parallel
  - onlooker
  - cooperative
91. Identify the type of play when a boy watches others play kickball.
- solitary
  - parallel
  - onlooker
  - cooperative
92. Identify the type of play when, a group of kids are playing "red rover".
- solitary
  - parallel
  - onlooker
  - cooperative
93. "Don't run indoors" is an inappropriate classroom rule for preschoolers because it
- discourages their natural enthusiasm
  - can lead to defiance or unpleasantness
  - is too difficult to enforce
  - does not give children a positive alternative
94. Rules should focus on
- actions and behaviors that reflect developmentally appropriate abilities
  - the physical needs of the children
  - making work easier for the teacher
  - the most popular classroom areas
95. Three-year-old John does not communicate appropriately with his peers. He had ear infections for two years before he had tubes placed in his ears. What principle of growth does this demonstrate?
- development areas are interrelated
  - development is similar for everyone
  - development is continuous throughout life
  - development proceeds at an individual rate
96. Which of the following learning activities would be developmentally appropriate for toddlers?
- finger painting with pudding
  - riding bikes
  - jumping rope
  - playing board games



97. After two reminders, Allie, age three, continues to color on the table instead of on her sheet of paper. As her babysitter, what is your best option to remedy the situation?
- A. meet with Allie's parents
  - B. put Allie's crayons in time out
  - C. ignore the situation
  - D. spank Allie
98. A method of recording data that includes tallies of how often a behavior occurs is/are
- A. tally marks
  - B. a checklist
  - C. a frequency count
  - D. a participation chart
99. The caregiver shows and describes a picture of a family fishing in a lake. What learning styles has the caregiver addressed?
- A. auditory, tactile
  - B. visual, kinesthetic
  - C. auditory, visual, tactile
  - D. auditory, visual
100. Kim, a primary teacher, lowered all coat hooks to accommodate the children's needs. This is an example of
- A. direct guidance
  - B. indirect guidance
  - C. redirection
  - D. prompting
101. Five-year-old Bobby has an average IQ but rarely speaks. When he does talk he is very difficult to understand. Which activities would be best to promote his language development?
- A. blocks, woodworking, pegboards
  - B. painting, puzzles, shining beads
  - C. finger plays, reading stories aloud to him, asking him open-ended questions
  - D. obstacle courses, climbing equipment, aerobic exercises
102. When children listen to the story "Peter Cottontail," "grow carrots", and "make rabbits from cotton balls" are components of
- A. a thematic unit
  - B. a lesson plan
  - C. facilitating play
  - D. learning through positive reinforcement
103. A developmentally appropriate curriculum
- A. emphasizes all areas of development
  - B. must be developed by child care directors
  - C. must be developed by parents
  - D. emphasizes only motor skills
104. Quality childcare can be demonstrated by
- A. inexperienced directors and staff
  - B. developmentally appropriate curriculum materials and activities
  - C. no collaboration with families
  - D. facility location and fees charged

105. Properly arranged learning centers share all of the following EXCEPT they
- A. allow teachers to view children
  - B. contain tables and chairs
  - C. provide children with reasonable opportunities for exploration
  - D. have boundaries that are reasonably defined
106. The proper arrangement of learning centers includes all of the following EXCEPT
- A. well-planned traffic pattern
  - B. visibility of all of the children
  - C. all furniture against the walls
  - D. materials easily accessible to children
107. Spaces for toddlers should have
- A. plenty of gates to prevent movement
  - B. places to crawl over, under, and around
  - C. minimal toys for exploration
  - D. balloons, beads, and marbles
108. A licensing consideration for safety in a child care center includes all of the following EXCEPT
- A. the adult to child ratio
  - B. the use of gloves when wiping noses
  - C. the caregiver staying in one place on the play ground
  - D. a member of the fire department visiting every year
109. Sam and Kayla are throwing Lincoln Logs at a house they have built to see who can knock it down first. The teacher interrupts this activity and says "Remember our rule. Lincoln Logs are for building not throwing. If you want to play throwing game, you may go throw the bean bag toss." This is an example of
- A. redirection
  - B. natural consequences
  - C. withdrawal of privileges
  - D. positive reinforcement
110. To reduce a child's energetic behavior, the teacher should
- A. ignore the child who hits another child
  - B. encourage the child to stay quiet and still
  - C. wait until children react angrily to respond
  - D. encourage the child to finger-paint or play at the water table
111. Mary is running in the house. What is the most appropriate thing for Mary's mother to say?
- A. "I'll spank you if you do that again."
  - B. "You'll be in trouble when your dad comes home!"
  - C. "Good girls don't run in the house."
  - D. "Outside is the place for running."
112. The most appropriate way to keep a 1-year-old child from doing something he shouldn't do is to
- A. scold and lecture
  - B. give him something else to do
  - C. spank him
  - D. laugh and make a joke out of it

113. When a child misbehaves, the most important thing to do is
- A. decide on the consequences
  - B. give the child time out
  - C. determine what the reason for the misbehavior was
  - D. give them one more chance
114. Which of the following is guidance for logical consequences?
- A. it should be imposed in anger
  - B. it should be long in duration
  - C. it should be related to the misbehavior
  - D. it should be delayed
115. The goal of positive discipline and guidance is to
- A. stop unacceptable behavior
  - B. help children gain inner control
  - C. help adults gain control
  - D. punish a child for misbehavior
116. What is an advantage of consistency in guiding children's behavior?
- A. adults can release their anger regularly
  - B. it is easy for parents to be consistent
  - C. the children can expect a mild spanking
  - D. children feel more secure
117. Paternity leave is time off for
- A. father of newborns
  - B. mother of newborns
  - C. school-related activities
  - D. medical emergencies
118. Child support payments are
- A. ordered by a court to meet a child's needs
  - B. a gift given by parents to their children
  - C. a gift given by grandparents to their grandchildren
  - D. due to every child by law
119. Federal law related to special education students requires public school teachers to
- A. include at least two children with special needs in each class
  - B. participate in identifying children with special needs
  - C. work alone to design individualized programs
  - D. remove children with special needs from the regular classroom
120. A primary purpose of health policies is to
- A. satisfy licensing requirements
  - B. protect young children
  - C. impress parents
  - D. protect staff
- FAMILY AND CONSUMER  
SCIENCES**
121. The following are all qualities of a good child care provider EXCEPT
- A. flexibility
  - B. limited coping skills
  - C. understanding of children's needs
  - D. patience

122. Confidentiality of childcare information is of major importance in the workplace. A person can best demonstrate understanding of this by
- locking up files in a file cabinet
  - talking with employees to share secured information
  - talking with friends and family about secured information
  - avoiding talking about the children in their care to others
123. A letter of application includes all of the following information EXCEPT
- list of references
  - name
  - address
  - reasons for applying for the job
124. An important qualification of an early childhood teacher is
- being a female
  - knowledge of child development
  - having siblings
  - experience of being a parent
125. Which of the following is true?
- one or two tardies a week will not affect work
  - extra smoke breaks do not interfere with work
  - personal phone calls will not affect work
  - give 24-hour notice of absence so replacement may be found
126. Employers expect employees to do all of the following EXCEPT
- follow directions
  - work with constant supervision
  - be punctual
  - cooperate with others
127. Good employees should
- seek constant supervision
  - never ask questions
  - do what they feel is right
  - follow supervisor's directions
128. The proper steps in the problem-solving process are
- identify options, select option, and act on decision
  - select first option, and act on decision
  - identify options, study options, select option, and act on decision
  - identify problem, study option, select option, and act on and evaluate decision
129. Which step in the decision-making process involves review and analysis of the consequences?
- action
  - identification
  - evaluation
  - choice

130. An important part of any job application is the interview process. To enhance opportunities for success, it is important to practice all of the following interview skills EXCEPT
- responding to pertinent questions about yourself
  - asking questions about salary, raises, and vacation
  - introducing yourself in a friendly manner
  - giving a firm handshake
131. Communication, cooperation, and shared responsibility are qualities of
- an independent teacher
  - a good team member
  - an authoritarian director
  - a permissive director
132. An effective leader should **NOT** demonstrate
- favoritism
  - praise and admiration
  - dissatisfaction
  - enthusiasm
133. Developing a team and community spirit in a group's members is done best by
- cohesiveness-working together for a common goal and a sense of belonging
  - constitution or bylaws-having structure to guide the group
  - officers-having leadership to guide the group
  - agendas-having plans for meetings
134. Which of the following best describes why some leaders do not delegate responsibility to others?
- they feel they will lose control
  - they have incompetent workers
  - it is their job to do all the work
  - they aren't able to properly train their workers
135. When you meet the new staff member, you should attempt to make him/her feel welcome by introducing yourself and
- asking about his/her previous employment
  - offering your assistance if needed
  - offering to scoop on other staff members
  - explaining how you would do the job
136. If a worker feels he/she is being harassed, which of the following would be the least effective action?
- tell someone of suspicions/feelings
  - avoid being alone with the harasser but don't tell them or anyone why
  - tell the harasser that the behavior is resented
  - keep a dated, written record of all the incidents
137. A teacher/parent conference should begin with
- the teacher getting to the point of the discussion
  - the teacher identifying a positive attribute or strength of the child
  - a discussion of all inappropriate behaviors
  - an apology to the parent for having a conference

138. A community resource that might help most with conflict prevention and management would be
- A. the Salvation Army
  - B. a counselor
  - C. civic organizations
  - D. a hospital
139. The best way to schedule parent teacher conferences is to have
- A. a morning conference
  - B. evening conference
  - C. weekend conference
  - D. conference at parents' convenience
140. The skills learned in family living, such as conflict resolution and communication, help to mold \_\_\_\_\_ development.
- A. emotional
  - B. social
  - C. moral
  - D. psychological
141. Hiring people that are of different cultures, races, sexes, religions, abilities, and backgrounds demonstrates the company's policy on
- A. unity
  - B. diversity
  - C. compassion
  - D. racism
142. Polly is one year old and has a visual impairment. As an assignment for the child development class, Kaye and Sal will create a stimulating toy for Polly. Which of the following is the best choice to stimulate vision?
- A. make an audio tape for a book
  - B. create a big book using red, black and white colors
  - C. design a four-piece puzzle
  - D. make a stacking toy using various sizes of boxes
143. A 3-year-old Spanish-speaking child enrolls in your classroom. Which of the following methods should you use to assess his learning style?
- A. observe the child's play
  - B. interview the parents
  - C. give the child a written assessment
  - D. interview the child
144. The most effective way to communicate with a child is to
- A. initiate the conversation
  - B. use eye-level contact
  - C. touch or hug
  - D. none of the above
145. An effective conflict resolution technique would be
- A. respect
  - B. control
  - C. compromise
  - D. conflict

146. Communicating about a problem to reach an acceptable solution is called
- mediating
  - socializing
  - compromising
  - negotiating
147. As a worker in a childcare facility, you should consult your director first in which of the following situations?
- when a child requires CPR because of an injury
  - when child abuse or neglect is suspected
  - when a coworker is using alcohol on the job
  - when two children are fighting
148. Mary is working as a receptionist at the Head Start preschool. She receives a phone call from her minister asking the phone number and address of the new child who just entered preschool last week. He wants to contact the family to welcome them to the community. The best response Mary can give to her minister is
- "I will look it up and call you back"
  - "1400 Cane Street, 555-1222."
  - "I cannot give out that information."
  - "Come by the preschool and I can give it to you."
149. Kim, the teacher's assistant, overhears two teachers talking about a preschooler's alcoholic father. As a coworker, Kim should take which of the following actions first?
- tell the coworker she feels this is confidential information and should not be discussed
  - talk to her husband about the incident
  - call the police
  - tell the teachers her knowledge about the situation
150. Professional organizations enhance childcare centers by
- providing training opportunities for caregivers
  - acting as a support group to providers
  - providing up-to-date information about recent research findings in child development
  - all of the above
151. When asked about a child by someone other than the parent/guardian, what should be the guiding principle?
- honesty
  - confidentiality
  - integrity
  - openness
152. Which of the following is an example of appropriate business ethics?
- discussing children's health with others
  - practicing gender equity in the classroom
  - borrowing supplies for home use and replacing them later
  - tardiness to work

153. Which of the following is an example of equity in the work place?

- A. separate restrooms for men and women
- B. same number of male and female employees on duty
- C. persons who do the same job get the same pay
- D. hiring more women than men

154. In order to have a diverse workplace, a director should

- A. hire equal numbers of males and females
- B. hire all English-speaking employees
- C. hire all female employees
- D. hire all male employees

155. A child in the center where you work is consistently tired, small for his/her age, wears inappropriate clothing for the weather, and is developmentally slow. What is a probably cause for these?

- A. neglect
- B. physical abuse
- C. sexual abuse
- D. illness

156. Abusive parents can find help at

- A. AA
- B. counseling centers
- C. TV talk shows
- D. Al-Anon

157. The type of vehicle child restraint is determined by which of the following?

- A. model of vehicle
- B. child's weight
- C. child's age
- D. distance of travel

158. You are planning a shopping list for a week's snacks. How many gallons of apple juice must you buy for twelve children to each have a 4-ounce serving for five days? (1 gallon=128 ounces)

- A. 1 gallon
- B. 2 gallons
- C. 3 gallons
- D. 4 gallons

159. The type of leadership that a group has is important to its success. A type of leadership that causes the leaders to be in control and make the most of the decisions is called

- A. democratic
- B. permissive
- C. goal-oriented
- D. authoritarian

**END OF ASSESSMENT**



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