

Problems and Countermeasures for the Professionalism of Kindergarten Nurses

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Abstract

With the comprehensive development of preschool education, the quality of preschool education in China is the most concerned issue. Kindergarten care is an important field of preschool education, which directly affects the physical and mental health development of children, and a high-quality childcare team is the premise to ensure the quality of kindergarten work. At present, the professional quality and level of childcare workers cannot fully meet the needs of the current quality development of preschool education. Based on the analysis of the problem of professional quality cultivation of kindergarten nurses, the influencing factors and countermeasures are explored, so as to effectively promote the professional development of kindergarten nurses.

Keywords

Childcare workers; Professionalism; Countermeasure.

1. Introduction

Studies have shown that the quality of preschool education has a significant impact on children's future development. [1] It is an important period for the formation of children's personality and morality. The Guidelines for Kindergarten Education (Trial) (hereinafter referred to as the Outline) states: "Childcare workers are also educators, and their behavior also has a subtle impact on young children." [2] As a place for preschool education, the childcare worker is the main body of the kindergarten to implement the childcare work, is the "important other" in the physical and mental development of children, is the promoter of children's formation of good habits, development of emotions and cultivation of healthy psychology, and their professional qualities directly affect the effect of childcare and education. Therefore, it is necessary to clarify the current problems of professional quality cultivation of kindergarten nurses in China, analyze the causes of existing problems, and then propose effective countermeasures, which is conducive to promoting the professional development of kindergarten nurses.

2. The Problem of Professional Quality of Kindergarten Nurses

In the past hundred years, the "pendulum" choice between care and education in China's preschool education has gradually become clear, and in the process of contemporary preschool education reform, a pattern of "equal emphasis on education", "integration of education and protection" and "integration of education and security" has been formed. However, in reality, there are still many unsatisfactory aspects in the development of kindergarten childcare. [3] On the whole, the professional quality level of childcare workers cannot fully meet the needs of the current quality development of preschool education, and the professional quality level of

childcare workers is not high, and there are still many problems. It is mainly manifested in the following aspects.

2.1. The comprehensive ability of cultural quality is poor

A clear view of childcare workers as educational collaborators. Article 42 of the Kindergarten Work Regulations (hereinafter referred to as the "Regulations") stipulates that childcare workers should "cooperate with the teachers in their classes to organize educational activities"; Li Shanze believes that childcare workers are important educators of young children, providing learning opportunities for young children and influencing their social development.[4] Cultural quality is a prerequisite for childcare workers to engage in kindergarten childcare work, and childcare workers must not only have basic knowledge of cultural subjects, but also have systematic subject expertise, and also have professional skills to teach physical and mental care to children. The work of childcare workers should not be limited to ensuring the organization and management of children's daily life, but should also have the ability to guide children and cooperate with preschool teachers to organize educational and teaching activities. At present, the overall educational level of working childcare workers is low, and most of them are secondary vocational or junior college graduates. Childcare workers are relatively backward in their concept of early childhood education, and they cannot effectively grasp the knowledge of early childhood education, and it is more difficult to teach according to their aptitude.

2.2. Low sense of professional happiness and weak professionalism

The dedication of childcare workers is the belief that the childcare work they are engaged in is a noble cause and that they must make the greatest achievements and contributions in kindergarten childcare work. Cui Ning studied the current situation of professional happiness of kindergarten nurses in W City through questionnaire method and interview method, and found that the overall occupational happiness of kindergarten nurses in W City was at a medium to low level, and the overall level and dimensions of professional happiness of nursery workers varied according to different age, teaching age and salary income. [5]Due to low professional happiness, fatigue at work, lack of enthusiasm for work, inability to complete one's job, lack of professionalism, and only use childcare as a means of earning a living. Lack of professionalism and self-motivation leads to low work efficiency, low work loyalty and recognition, which in turn leads to high turnover rates and high mobility of childcare workers.

2.3. The physical and mental quality is not high

As an important group of kindergarten work, childcare workers are an important part of kindergarten education and management, playing multiple roles such as maintainers of living environment and discipline, cooperators of education and teaching activities, demonstrators of children's learning and behavior, and providers of emotional and emotional atmosphere. The physical fitness of childcare workers is the basic prerequisite for working in kindergarten childcare. Qualified physical and mental quality is the basic guarantee for childcare workers to engage in kindergarten childcare work. At present, due to the large number of work and affairs, the physical health of childcare workers is more in a sub-health state. Secondly, the psychological quality level of the childcare worker group is low, which is mainly manifested as low enthusiasm for work, complaints, anxiety, and inability to effectively regulate psychology; Finally, the emotional regulation ability of the caregiver group is weak, and they cannot control their emotions well and vent bad emotions.

2.4. The level of professional competence in safeguarding education is not high

In the survey, it was found that the current professional ability of kindergarten nurses is not high. The main manifestations are: 1. The lack of scientific and standardized conservation work; 2. Neglect of children's psychological care; 3. Childcare workers lack awareness and behavior

to participate in education, and the principle of combining protection and education has not been implemented; 4. The sensitivity of education is not strong, lack of awareness of random education, and cannot give timely guidance to young children.

3. The Cause Analysis of The Professional Quality of Kindergarten Nurses

There are many problems in the professional quality of kindergarten nurses, and the main reasons for the problems are:

3.1. The entry standards are too low

China's childcare worker recruitment has national unified standard requirements, and there are corresponding specifications in the entry threshold and entry requirements. In terms of onboarding, the policy is clear. Article 42 of the Regulations on the Work of Kindergartens, issued in 2016, states that childcare workers "shall have a high school degree or above and have received vocational training in early childhood care". The Regulations on the Administration of Kindergartens stipulate that personnel engaged in kindergarten care should be free of "chronic infectious diseases and mental illness", and the health requirements for kindergarten nurses issued by the Ministry of Health and the State Education Commission are that "persons suffering from national statutory infectious diseases, trichomoniasis and fungal vaginitis, purulent skin diseases, and mental illness shall not engage in early childhood care and education". Most kindergarten nursery workers in China are independently recruited by kindergartens, and the selection focuses on whether there is a health certificate and a childcare worker certificate, and children who are patient and willing to engage in childcare worker work can be on the job, with low educational requirements and no age requirements.

3.2. The kindergarten class size is large and the work pressure is high

The kindergarten has a large class size, and the childcare staff has long working hours, many contents, and heavy work, which makes the childcare staff physically and mentally exhausted, and a series of sub-health symptoms such as mental tension appear. Not only that, but the heavy work tasks also lead to high psychological pressure on the childcare workers. Secondly, it is also subject to the development of society and kindergartens, as well as the requirements of parents, which directly reflect the increase in the requirements for early childhood education, and the corresponding requirements for childcare workers have gradually increased, which has also aggravated the psychological pressure of caregivers.

3.3. Childcare workers have low social status and poor treatment

The public does not know enough about the work of childcare workers, and their evaluation is not high, and even think that childcare workers are cleaners responsible for class hygiene, as long as they can work and bear hardships and stand hard work. Childcare workers are influenced by the public and family members, which makes them doubt the role of "childcare workers are teachers", doubt their professional identity, low sense of professional identity, and lack professional confidence. Insufficient internal and external awareness and attention to the work of childcare workers has resulted in the low social status of childcare workers. As a result, in-service childcare workers have little sense of career, they slowly lose their enterprising, lack of long-term career planning, low job orientation, and low motivation. Secondly, most of the childcare workers are temporary or short-term contract workers, and the economic treatment is very different from that of young children, which is not proportional to the heavy childcare work, which will greatly reduce the career satisfaction of childcare workers and weaken their work enthusiasm.

3.4. Lack of promotion channels and reward mechanisms

At present, there is no special childcare training school and institution in China to conduct systematic and all-round training for childcare workers. You only need to pass the professional qualification certificate for childcare workers to work as a childcare worker. Pre-service training for childcare workers is not systematic, there are few on-the-job training opportunities, and the training methods and training content are relatively single. The training form is mainly based on meeting teaching and simulation practical training, and the training content is mainly based on practical operation exercises of childcare work skills, only focusing on the training of safety and health work ability and life management ability, and ignoring the improvement of the ability of childcare staff to organize and cooperate with educational activities. There is a lack of combination of various forms to systematically improve the professional knowledge and skills of childcare workers, especially the teaching organization and early childhood psychology and other parts of the content are seriously missing, resulting in unsatisfactory post-service training results of childcare workers, backward concept of protection and education, and low quality. On the other hand, kindergartens lack a complete incentive system for childcare workers. In the absence of the incentive system, kindergartens will not reward and punish the good or bad work of the childcare workers, so that the childcare workers themselves do not have a high sense of enthusiasm and achievement for their work. As a result, childcare workers lack enthusiasm in their work, low enthusiasm for work, and low sense of achievement at work, resulting in low motivation and competency level of childcare workers.

4. Measures to Improve The Professional Quality of Kindergarten Nurses

The comprehensiveness and meticulousness of the work tasks of kindergarten nurses, the creativity of the work process, the subjectivity of the work means, and the longevity of the work cycle. In view of these problems in the professional quality of kindergarten nurses and the reasons for this situation, the following measures are proposed to improve the professional quality of nurses.

4.1. Improve the entry requirements for childcare workers

According to the relevant provisions of the state, childcare workers shall have a preschool teacher graduate, including a vocational school or above in preschool education, meet the standards for rating childcare workers in the National Occupational Standards for Childcare Workers, and obtain a professional qualification certificate for childcare workers; Or after the assessment of the education administrative department, only those who pass the assessment can serve. Childcare workers are an important part of the preschool staff and should be subject to preschool regulations along with the relevant education staff of other preschool institutions. Due to the lack of supervision of kindergarten nurses by government departments, low-level childcare workers are still working, which in turn reduces the competency level of childcare workers. In order to improve the competency level of childcare workers, relevant government departments should implement the supervision and management of kindergartens and childcare workers, and kindergartens should also strictly implement relevant policies to prevent junior high school and below from entering the childcare staff.

4.2. Optimize work and rest time and reduce class size

The main reason for the stressful work of childcare workers is that the class is large, overly charged and complicated. Kindergartens should set class quotas in strict accordance with relevant national regulations, and at the same time, for some large classes, the allocation of childcare staff should be increased. Secondly, kindergartens should consider reasonable scheduling so that childcare workers can have a guaranteed rest time and sufficient work energy.

4.3. Improve the status of kindergarten nurses and optimize salaries

First, face up to the importance of childcare workers' work, fully realize that childcare workers are an indispensable part of kindergarten work, and should fully implement the integration of care and education. Second, kindergartens need to increase the reasonable salary of childcare workers and meet the various benefits they should enjoy. Third, to popularize the role of childcare workers and clarify their responsibilities to the public, enhance their social status, and gain support and respect from all parties.

4.4. Provide opportunities for promotion and learning through multiple channels

The training and promotion of childcare workers is the right that childcare workers should enjoy, and it is also the main way to improve the professional quality of childcare workers. Professional training for childcare workers should be carried out through multiple channels, kindergartens can regularly carry out special learning and training, and the government can carry out municipal training projects that include childcare worker training. Adopt a combination of multiple forms and channels to conduct online and offline, practical exercises and other training to learn the professional knowledge of the system and the work skills of childcare workers, so as to promote their professional development. At the same time, kindergartens should establish a complete set of childcare worker incentive system, and strictly implement it in accordance with a clear reward and punishment system, reward outstanding childcare workers, criticize or punish unqualified or serious mistakes, and clarify the method of working more and getting more, so as to stimulate the enthusiasm of childcare workers.

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