
Aproximación a la preparación de los egresados de la licenciatura en la educación primaria ***Approximation to the preparation of the graduate ones belonging to the bachelor's degree in the primary education***

Yanet Gijón Calzadilla**Rosel Santiesteban Pupo****Dora Caridad Peña Infante**

Universidad de Holguín, Cuba.

ORCID: <https://orcid.org/0000-0003-0453-3659><https://orcid.org/0000-0002-5900-5215><https://orcid.org/0000-0002-1798-5454>**Correo(s) electrónico(s):**ygijonc@uho.edu.curoselsp@uho.edu.cudinfante@uho.edu.cu

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Resumen: Lograr la preparación de los egresados de la licenciatura en educación primaria para su mejor desempeño, constituye una prioridad de las instituciones educativas en coordinación con la Universidad. El artículo que se presenta tiene como objetivo socializar referentes teóricos metodológicos de la dirección de la preparación para el empleo de los licenciados en la educación primaria. Resultados que emergen de la aplicación de la investigación cualitativa, de lo que constituirá una tesis doctoral de sus autores, miembros del proyecto “Dirección Escolar y Perfeccionamiento del Sistema Nacional de Educación”, del Centro de Estudios en Gestión Organizacional de la Universidad de Holguín.

Palabras clave: Dirección educacional; Preparación para el empleo; Licenciados en educación primaria.

Abstract: Achieving the preparation of the graduate ones belonging to the bachelor's degree in primary education for his better performance, constitute a priority of the educational institutions in coordination with the University. The article that is shown has like objective to socialize referent theoreticians metodológicos of the address of the preparation for the job in the primary education. Proven to be that the School Management and Perfeccionamiento of Educación's National System, of Estudios Center in Organizational Gestión of Holguín's University emerge of the application of qualitative research, so that you will constitute.

Keywords: Educational address; Preparation for the job; Lawyers in primary education.

Introduction

There is an international consensus on the need to have well-qualified teachers for educational institutions. In Cuba, in order to promote the achievements obtained in this area, in the Guidelines of the Economic and Social Policy of the Party and the Revolution for the period 2016- 2021, it is projected "To train with quality and rigor the

teaching staff required in each province and municipality to respond to the needs of educational centers at different levels of education" (Guideline 121, p.27).

Therefore, training the number of teachers and ensuring that once they graduate they possess the competencies required by society requires a more efficient and accurate management of continuing education in contemporary higher education, considered from the student's entry into the university career, preparation for employment and postgraduate training.

The preparation for employment of the graduates of the bachelor's degree in primary education is developed in the educational institution in coordination with the University, where the newly graduated graduates continue the appropriation of the specific modes of professional performance related to their job.

However, the authors of this article have identified the following inadequacies in the direction of employment readiness of bachelor's degree graduates in elementary education, which restrict their professional performance:

- insufficient projection of actions by the University and the educational institution where they work, to address the difficulties of recent graduates, mainly those that have to do with pedagogy;
- lack of a differentiated methodological preparation for recent graduates, based on the objectives of the degree and the cycle they teach, in accordance with their needs and potential;
- insufficient communicative stimulation of graduates to foster their relationships with other teachers, students and family;
- lack of support from their work groups to assume the new tasks assigned to them; and
- intolerance of the mistakes they make, often unconsciously.

The study of research related to the topic, among which stand out, Castillejo (2004), Serrano (2016), Miranda (2017 and 2018), and make important related contributions with the preparation for employment of university graduates. Castillejo (2004), models

the direction of the process of improvement of recent graduates of physical culture who work as School Physical Education teachers, during job training.

Serrano (2016), as a result of his doctoral thesis, proposes a strategy for improvement, aimed at the theoretical-methodological preparation of Physical Education trainers who attend children in the first cycle with a diagnosis of MLR.

Miranda's proposal (2017 and 2018), consists of the results of a project aimed at solving the lack of knowledge on how to prepare for employment as a stage of continuous training in educational institutions where graduates of pedagogical careers are placed.

The previously cited authors: Castillejo (2004), Serrano (2016), Miranda (2017 and 2018), provide important research experiences in response to the need for the preparation of graduates of pedagogical careers of the University, but do not provide an answer to the scientific problem of the thesis: lack of a conception of the direction of preparation for the employment of graduates in primary education, with a projective, gradual and contextualized approach, restricts the improvement of this process. In alignment with the systematization of the theoretical frame of reference of this thesis, the objective of the article is to socialize methodological theoretical references of the management of the preparation for the employment of graduates of the bachelor's degree in primary education.

Development

The analysis of the process of management of the preparation for employment of graduates in primary education is very topical and is approached in different educational environments. For its study, the concepts preparation, preparation for employment, educational management and management of the preparation for employment of graduates in primary education are defined. Then, research experiences in approaching the subject, limited to solve the scientific problem identified in the introduction, are provided.

There are several criteria around the term preparation that are conceived in studies by different researchers. It is in the interest of the authors of the present research to deepen in those that contribute to the educational scenario. Preparation in the educational field

reaches a special significance, which allows it to occupy a prioritized place to achieve the transformations that continuously take place in education.

In the Dictionary of Pedagogy (1976, s.v. as cited by Del Toro 2016) "in reference to the teacher's preparation it is stated that it is the action carried out with pedagogical approach in which subjects, lessons and duties indicated to students will be treated, in a detailed way, following certain methods and procedures that in a masterly way are directed to a certain end" (p.20).

According to Alvarez (2000). "An individual is prepared when he is able to perform adequately when facing the problems that are presented to him in his job and solves them. In this way, life in all its complexity expresses the problem, the starting point of pedagogical science and a category inherent to it" (pp. 15-16).

The authors of the article conclude that preparation refers to the knowledge, skills, attitudes and values necessary for teachers to be able to learn and teach at the educational level for which they are trained, and specify that preparation for employment is a process of continuity in the graduate's training, which serves as a link between initial and continuing education.

During the preparation for employment of graduates in primary education, the University and the educational institutions that receive the graduates are involved in a process of directive integration. Educational management is understood in a broad sense as the implementation of educational policy in a given organizational framework and in a narrower sense as the process of planning, organization, development, control and evaluation of education, considering the resources available and the results of the work to achieve certain objectives (Valle 2001, p. 12).

As a result of the analysis carried out above, the authors of the research define the direction of the preparation for employment of primary education graduates as a planned, organized, directed, controlled and evaluated process, which assumes as a starting level the undergraduate level, considers the diagnosis of their potentialities and needs based on the demands to their performance, with the purpose of executing the strategy of preparation for employment, its evaluation and feedback.

The study of research related to the topic, among which Castillejo (2004), Vargas (2015), Serrano (2016), Enebral, Enebral and Pérez (2017) and Miranda (2017 and 2018) stand out, make important related contributions with the preparation of university graduates.

Castillejo (2004), models the direction of the process of improvement of recent graduates of physical culture who work as School Physical Education teachers, during the work training that has four components: the elaboration and/or updating of the competency profile of the School Physical Education teacher during the work training, the diagnosis of the educational needs of the recent graduate, the design and implementation of the improvement program and the evaluation of the impact of the improvement program.

Vargas (2015), based on the needs detected in the initial diagnosis of the primary education graduate for his professional performance in Villaclara Mountain, elaborates a methodological strategy, which includes theoretical-methodological preparation actions aimed at the improvement of the management process for the teaching of the multigrade class group. For the development of the strategy, four stages were taken into account: diagnosis, planning-instrumentation, execution and evaluation.

Serrano (2016), proposes a strategy for improvement, based on a model of the same nature aimed at the theoretical-methodological preparation of Physical Education instructors who attend children in the first cycle with a diagnosis of Mild Mental Retardation, for the correction and/or compensation of articulation disorders.

It also concludes that the improvement of Physical Education trainers for the correction and/or compensation of articulation disorders in first cycle children with a diagnosis of Mild Mental Retardation is a process of continuity in the graduate's training, where the actions aimed at improvement must act in the formation, development and consolidation of knowledge, habits, abilities and values and in the contribution to the socialization process of the trainees for a better professional performance.

Enebral, Y. Enebral, R. and Pérez, O. (2017), provide a system of workshops for the treatment of environmental education aimed at the preparation of the graduate of the

Bachelor's Degree in Education, characterized by the exchange, reflection, exposure of experiences and experiences.

Miranda's proposal (2017 and 2018), consists of the results of a project entitled: The preparation for employment in the continuing education of education professionals, the author, head of the project, reports the following results contributed in each year:

In 2017, the project taxed indicators to give continuity to the professional training of educators in educational institutions where they are placed recent graduates of pedagogical careers. It determined as a research variable the pedagogical professional performance and its dimensions and indicators. The dimensions were: ideopolitical, teaching-methodological, educational orientation and research-improvement.

In 2018, it provided a set of innovations and their characteristics from which the system of activities, pathways and procedures that make up the proposal for continuing education in the educational institution for graduates of teaching careers is derived.

The innovations proposed are as follows:

- Contextualization of the content of the activities not only to the particularities of the educational institution, level, grade and subject, but also to the identification of the individual and collective needs of the participating graduates.
- The activities are directed both to the continuing education of the graduates and to the benefit for the educational institution and for the local education management.
- The activities incorporate research results of the participants and other teachers to improve teaching, the education of schoolchildren and thus the continuing education of graduates.
- Interdisciplinarity is expressed from the practical experience and the content that focuses the activity.
- Information and communication technologies are used to make the continuing education process more flexible and adaptable to the needs of the graduates and according to their use in professional educational work.

Las **características** de las innovaciones son las siguientes:

- Adaptability to the conditions of each locality, educational institution and participating teachers.
- Applicability of the most relevant scientific results obtained in the different fields of knowledge and local research to the activities to be executed.
- Collaborative, by promoting joint work between educational institutions and municipal structures, thus strengthening their pedagogical relationships.
- Participatory, by incorporating teachers from the educational institutions and municipal authorities in their activities together with the graduates.
- Systemic, by establishing internal relationships in the diversity of activities carried out both in the educational institution and at the municipal level.

The proposed procedures are listed below:

- ✓ Professional exchange workshops held both at the educational institution and at the Municipal Directorate of Education, dedicated to the development of the basic and supplementary curriculum and priorities for general secondary education.
- ✓ In the educational institution they will always be linked to methodological work and in the Municipal Education Directorate to methodological workshops, networking and the exchange of experiences among graduates.
- ✓ The group educational project and the continuous diagnosis will be dealt with in a special way.
- ✓ A record of experiences in the educational institution will be kept by the graduates.
- ✓ Methodological workshops will be organized on the treatment of educational conflicts at the municipal level and specific cases in educational institutions will be addressed.

The research proposals analyzed provide the following theoretical references considered to conceive the direction of the preparation for employment of graduates in primary education:

- the diagnostic study of needs and potentials, as sources of information on the preparation for the performance of the graduates of the bachelor's degree in elementary education;
- the elaboration of the competency profile, dimensions and indicators related to the performance of the recent graduate of the bachelor's degree;
- the design and implementation of the preparation strategy;
- evaluation of the impact of the preparedness strategy; and
- feedback on the preparation strategy.

Although the authors of this article recognize the validity of the theoretical references provided for their research, the main limitation of their proposals is the lack of a conception of the direction of the preparation for employment of graduates in primary education with a projective, gradual and contextual approach that favors the improvement of their performance.

Conclusions

With the systematization carried out, methodological theoretical references were provided regarding the preparation for the employment of primary education graduates, which made it possible to specify the basic concepts that make up the research; among them: preparation, preparation for employment, educational management and management of the preparation for the employment of primary education graduates.

The authors of the article contribute to the theory a definition of the concept of management of the preparation for employment of primary education graduates, conceived as a planned, organized, directed, controlled and evaluated process; which assumes as a starting level the undergraduate level, and considers the diagnosis of their potentialities and needs, based on the demands to their performance; with the purpose of executing the strategy of preparation for employment, its evaluation and feedback.

The systematization made it possible to recognize the validity of the proposals as basic theoretical references, for the development of a conception of the direction of the preparation for the use of graduates in primary education.

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