

# CRITERIA FOR ASSESSING THE COOPERATION SKILLS OF PRESCHOOL EDUCATIONAL INSTITUTION STAFF BASED ON INNOVATIVE MANAGEMENT METHODS

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## Abstract

In contemporary society, the requirements for preschool education institutions are steadily increasing, which necessitates the implementation of innovative management methods not only to enhance the quality of education but also to foster effective cooperation among staff members. The ability of employees to work collaboratively is among the central factors determining the successful realization of educational goals and the positive development of children within an educational setting. Therefore, there is a pressing need to establish clear, measurable criteria for assessing the cooperation skills of preschool institution staff, particularly with consideration for innovative management approaches.

**Keywords:** Innovative management, preschool education, teamwork assessment, collaboration skills, evaluation criteria, staff development, professional competence, early childhood institutions, cooperative learning, performance indicators.

## Introduction

The dynamic environment in which preschool education institutions function requires continuous development of staff's professional skills, adaptability, and especially, their proficiency in teamwork. Innovative management methods play a pivotal role in facilitating these processes by creating an environment that stimulates professional communication, creative interactions, and problem-solving in groups. Within the framework of effective management, the focus is not only on personal achievements but also on the collective results attained through mutual support and collaboration. The criteria for evaluating cooperation skills in this context can be grouped into several categories. Firstly, communication competence is of utmost importance. This encompasses the staff's ability to express ideas clearly, listen to others, provide constructive feedback, and sustain open and supportive dialogue within the team. Communication also refers to the capacity to resolve conflicts in a positive manner, maintain



an atmosphere of trust, and maximize mutual understanding. Secondly, emotional intelligence is a vital component of cooperative work. Employees with high emotional intelligence are able to empathize with colleagues, manage their own emotions, and respond to the emotional states of others. This ability contributes to the formation of an emotionally healthy work environment where conflicts are minimized and productivity is maximized [1].

Organizational skills constitute another crucial criterion. Staff members must be able to plan shared tasks, distribute responsibilities equitably, and coordinate their work with that of others. Within innovative management methods, such skills are especially essential as projects become increasingly complex and interdisciplinary, demanding coordinated efforts from diverse professionals. Team motivation and initiative are also key indicators of cooperative skills. Motivation to collaborate, rather than compete, is nurtured through a clear vision of the organization's goals, shared values, and recognition of collective accomplishments. When staff feel that their contributions matter to the overall result, they are more likely to take initiative, share ideas, and actively participate in common undertakings. A further noteworthy criterion is adaptability, which refers to the staff's readiness to adjust to changes, implement new methods, and learn from each other. As education rapidly evolves, and new pedagogical and administrative technologies are introduced, it is crucial that team members remain flexible and open to innovation. Their ability to adapt to change, exchange experiences, and master new methodologies is integral to organizational progress [2].

Leadership skills, even among non-managerial staff, play an influential role in team cooperation. Every member of the team should be able to take leadership in certain situations, encourage colleagues, and contribute to the formation of a supportive work environment. The distribution of leadership responsibilities allows different individuals to showcase their potential and fosters a sense of shared ownership and engagement. The effectiveness of cooperation is assessed not just by internal relationships among staff, but also by the ultimate outcomes achieved by the team. Successful teamwork is reflected in the efficient realization of organizational objectives, improvement of the educational process, and satisfaction of both staff and parents. Evaluation techniques can include direct observation, regular feedback sessions, self-reflection diaries, and 360-degree assessments, all of which provide a comprehensive view of cooperation within the institution. An essential aspect in fostering cooperation is the role of professional development and continuous training. Innovative management methods entail constant upskilling and retraining processes, both individually and collectively. Institutions that prioritize learning and development cultivate a culture of shared knowledge, professional curiosity, and critical thinking, all of which are indispensable for cooperation [3].

Assessment of cooperation skills should be systematic and ongoing, with clearly delineated benchmarks and standards. Criteria for assessment must be transparent and understood by all staff members. Furthermore, the process needs to be supportive rather than punitive, promoting a growth mindset and a willingness to improve rather than fear of criticism or failure. Constructive feedback mechanisms must be established to ensure that staff are aware of their strengths and areas for improvement. Feedback should be specific, timely, and designed to encourage reflection and growth. Opportunities for joint planning, co-teaching, cross-



functional teams, and interdepartmental projects facilitate the application of innovative management approaches and reinforce the habits of collaboration. It is paramount that the assessment process is aligned with the vision and mission of the preschool institution. The leadership team must actively model the values of teamwork, embrace diversity, encourage creativity, and ensure the well-being of all employees. The creation of an inclusive culture, where every voice is heard and respected, significantly enhances cooperation and overall effectiveness. Moreover, cooperation must also extend beyond the staff body to encompass engagement with parents, community stakeholders, and external experts. The ability to build partnerships outside the organization is shaped by the same competencies required for internal cooperation and is especially relevant for the holistic development of children and the sustainability of institutional achievements [4].

The practical implications of these criteria are numerous. They can inform hiring practices, professional evaluations, staff training programs, and internal policy development. By embedding cooperation skill assessment into every level of the organization, preschool education institutions ensure that collaborative work becomes a natural and valued part of work life. In terms of professional development, targeted workshops, team building exercises, peer-led seminars, and collaboration-focused task groups are effective strategies for strengthening cooperation skills. These activities should be regularly reviewed and adjusted based on assessment results to address emerging needs and challenges [5].

### Conclusion

In conclusion, the understanding and measuring of cooperation skills among preschool education institution staff, with a focus on innovative management methods, is essential to the ongoing success and development of educational organizations. Clearly defined, comprehensive criteria that assess communication, emotional intelligence, organizational and leadership skills, motivation, adaptability, and the effectiveness of outcomes serve as the foundation for ongoing improvement. By cultivating such competencies, preschool institutions not only enhance the quality of education offered to children, but also create a work environment in which staff can realize their full potential. Innovative management methods, when genuinely integrated into the culture of the institution, support collaborative practice, create opportunities for growth, and ultimately contribute to the lasting success and sustainability of the organization. It is through the lens of assessment and continual reflection that teamwork evolves from a concept into a daily reality, resulting in the greater fulfillment of educational missions and societal needs.

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