



LAUNCHING THE ORGANIZATIONAL ACTIVITY OF THE DIRECTOR OF PRESCHOOL EDUCATION ORGANIZATIONS

Botirova Zuhrakhon Abdurahimovna
Senior Lecture of the Preschool Education Department
Fergana State University,

Dosmatova Dilrabo Mirzaanvarjon kizi
Master's Degree in Preschool Education Fergana State University

Abstract

The article talks about the role of the supervisory board in establishing the organizational activities of directors of pre-school educational organizations, the competence of the leader, and the duties of a modern leader. Also, the causes of problems in organizational management today are discussed.

Keywords. Preschool education organization, pedagogue, parents, competence, management, personal reflection, management principles, cooperation.

INTRODUCTION

Effective implementation of management activities in the educational system not only increases the quality of education, but also ensures the creation of an effective environment among employees. If we take the example of preschool education organizations, today the management process increasingly requires choosing different directions. Because the activity of the supervisory board is gaining importance for the preschool education organization. According to the order of the Minister of Preschool Education of the Republic of Uzbekistan dated December 6, 2018 No. 239 "On the Organization of the Activities of Supervisory Boards of Preschool Educational Institutions", Supervisory Boards were established in preschool educational institutions. In the context of this order and the annex to it, the activity of MTT is not only under the management of the director, but also includes the control of the "Supervisory Board". The purpose of the Supervisory Board is defined as follows:

- determining the priority tasks of the organization
- improvement of organizational activity
- ensuring transparency in the management system
- strengthening cooperation





It can be seen that the director of a preschool educational organization needs to constantly take into account the common interests of the team in the establishment of organizational activities, and to establish a cooperative relationship with employees towards a single goal, abandoning the characteristics of authoritarian leadership. is enough.

LITERATURE REVIEW

The representative of the school of scientific management is our Prophet Muhammad Mustafa (570-632 years). His contributions to management theory can be explained as follows:

- The theoretical principle of management based on religious teachings created;
- The political and ideological conditions of his time are good understood, religious people and nations based on the teachings of Islam, united politically and ideologically;
- Management of complex, complicated events, social sharia to regulate life and control it founded the series of laws, etc. [1]

The founders of the quantitative systematic and modern school of management, G. Simon, P. Drucker, E. Dale and others, have not lost their importance since 1950. The content of this theory expresses the following:

- Deeper understanding of complex management issues development and application of various models for the purpose;
- Development of quantitative methods that help managers to solve complex situations. Thus, management theory and practice were formed in different forms in different periods:
- In the 1950-60s, the focus of management was on organizational structure;[2]

A number of researchers pay attention to the study of different approaches to the management of educational quality, in particular, E.M. Korotkov, M.M. Potashnik, P.I. Tretyakov, I.K. Shalaev, T.I. Shamova and others.

DISCUSSIONS

Competency approach of the director of the preschool educational organization is important in the organization of organizational activities. The main elements of competence are expressed in "State Education Standards". To learn the correct relationship with the leader and pedagogic staff, their methods, mastering the language that takes priority in the communication process, teamwork skills,





organization of various spiritual and educational activities in the team and involves knowing how to transfer.

Competence-oriented education was formed in the general sense of the term "competence" proposed by the American linguist N. Chomsky (1965, University of Massachusetts). At the symposium held in Bern (1996) under the program of the Council of Europe, the concept of "competence" was included among such concepts as "learning", "competence", "ability", "skill". In the Bologna Declaration (1999) of the ministers of education of the European countries, the competent approach was recognized as the conceptual basis of educational reforms.

Competence of the leader - knowledge, suitability for the profession, competence, experience, and responsibility in leadership activities. To be a master of one's field, of one's work, means to know the secrets of one's field in depth in every way. The formation of leadership competence consists of five stages, which are as follows:

Stages of formation of leadership competence

- Determination of ability;
- Education and formation;
- Training (giving small assignments);
- Trust (appointment to an independent leadership position);
- The pinnacle of leadership.

There are specific tasks of process management in the modern leadership competence, which consist of the following:

- ✓ Planning
- ✓ Organization
- ✓ Analysis
- ✓ Justification (motivation)
- ✓ Control

Commenting on each of them, it should be noted that the main goal of leadership is to achieve balance and harmony between these important tasks and thereby ensure the unity of the organization. The task of planning, first of all, the leader needs to determine and determine the goals, tasks, implementation process, and activity results of his organization. Organization is the precise determination of the tasks, scope of work, and the time required for it, that is, the optimal use of the available opportunities in different departments of the organization. It is advisable for the leader to fully analyze the work that needs to be done from the beginning to the end. This makes it possible to understand on the spot the shortcomings of some cases in the results of the work being carried out. As long as the leader is looking at strategic goals, it is also necessary to have reasonable evidence that he will eliminate the



identified shortcomings. Therefore, the work organized by each leader should have reasonable and mutual comparative analysis. The task of control in management ensures that educational standards and pedagogical process are carried out based on the requirements specified in the existing law and other documents.[3]

In management, it is necessary for the leader to demonstrate the characteristics of competence in the work process along with the performance of important tasks. The leader's professional reflection plays an important role in the innovative management of the process. Professional reflection means self-awareness, self-management and self-knowledge.

RESULTS

Only a competent modern leader performs his management tasks purposefully, makes effective decisions in real life, and directly helps pedagogues to improve their pedagogical skills and professional training. Such a leader creates an atmosphere of cooperation "Teacher - child - parents" for each participant of the educational process in the system:

The characteristics of the transition economy, consisting of increasing instability in the choice between the old and the developing economic system, increase the need to develop a strategy for the development of preschool education as an effective tool for making management decisions.

The success of the preschool educational organization depends to a large extent on the implementation of the ideas of pedagogues, personnel, financial management, it is the principles, tools, forms and methods of managing the pedagogical process to meet the needs of children and their parents. contains the package. A solution to the main principles of managing a preschool educational organization will help to successfully solve the tasks of a preschool educational organization:

- Optimal ratio of centralization and decentralization in management;
- One-to-one management and collegiality in management;
- Reasonable combination of rights and obligations, responsibility in management and self-management;
- Implementing a scientific approach to management, overcoming formalism;
- Harmonization of state and public principles, expansion of self-government.

The new mechanism of financial activity includes:

- Development of various forms of economic activity of the preschool educational organization, combining budget funds with the provision of paid services to the population;
- Reforming the economic activity of the preschool educational organization;





- Development of independence of labor teams in solving social development problems.

As a result of the conducted scientific and practical research, it is evidenced that the organizational management of the directors of the preschool education organization is at a low level today. There are good reasons for this, of course. Many non-specialist pedagogues continue to work in many pre-school education organizations and top management organizations in our country. This situation is the basis for the emergence of many problems in the system. It is impossible to work effectively in the system without mastering the pedagogy of preschool education and the theory of education. Therefore, one of the main tasks ahead of us is to thoroughly review the activities of specialists in this system, to implement the activities of specialists with relevant knowledge and experience in this direction.

CONCLUSIONS

The success of a preschool educational organization depends largely on management management (pedagogical, personnel, financial, etc.)) depends on the implementation of ideas. The transition to new models of preschool education organization management creates conditions for the formation of organizational and financial mechanisms of effective work in the preschool education system. Modernization of the management system of the preschool educational organization is not only a pedagogical and management task, but also a social task, because the quality of the education system as a whole depends on its solution.

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