



# CURRENT ISSUES OF MANAGEMENT TRAINING FOR PRESCHOOL EDUCATION ORGANIZATIONS

**Karabaeva Zohida Tulanbaevna**

*Namangan State University, Senior Lecturer of the Department of Preschool Education Methods*

## ANNOTATION

*The article describes the urgency of the issue of preparing undergraduate students for the position of manager of preschool education, pedagogical conditions and didactic opportunities.*

**KEYWORDS:** *management staff; education management; preschool education; Subject "Management and management in preschool education"; professional activity; organizational and managerial activity.*

## DISCUSSION

Since 2017, the development of the preschool education system in our country and the radical improvement of the level of preparation of children for school education, the improvement of the management of the preschool education system at the modern stage have risen to the level of key priorities of state policy. The preamble to this work is reflected in the Decree of the President of the Republic of Uzbekistan "On the Strategy of further development of the Republic of Uzbekistan" PF-4947. The decree identifies five priorities for the development of the Republic of Uzbekistan in 2017-2020, the fourth of which is called "Priorities for the development of the social sphere" and reflects the issues of "Development of education and science" (4.4) and ... network of preschool education. It was noted that the expansion and radical improvement of conditions for the full intellectual, aesthetic and physical development of children in these institutions, a significant increase in the coverage and use of children with preschool education, training of teachers and professionals is an urgent task.

Strengthening the material and technical base of preschool education in the country in the Resolution of the President of the Republic of Uzbekistan "On measures to further improve the system of preschool education in 2017-2021"; expanding the network of preschool education organizations, providing qualified teaching staff; introduction of modern educational programs and technologies in the educational process; Thorough plans have been developed and are being implemented in the areas of comprehensive

intellectual, moral, aesthetic and physical development of children.

It is known that one of the main factors determining the effectiveness of the education system is the ability of qualified teachers and management staff to act in accordance with the needs of the state and society. A modern approach to the effective management of the education system requires a deep mastery of the subject of education management in the preparation of professionals for professional activities. According to the authors R. Kh. Djuraev and ST Turgunov, the subject of educational management is the management of educational institutions, management responsibilities and culture, management functions and methods, rules and principles of management, leadership and leadership qualities, functional responsibilities of heads of educational institutions, explores theories such as information and communication in the management of educational institutions, innovative activities of leaders, educational relationships and leadership methods in management, organizational structure of educational institutions, strategic management and planning

In order to fully implement the goals and objectives set in preschool education, it is necessary to effectively manage the educational organization, properly organize the pedagogical activities of educators, create pedagogical conditions for them. The head of a modern competitive preschool organization is the person responsible for fulfilling the social order facing the educational organization in its activities, while managing the main link of



continuing education. However, in the management of preschool education organizations today:

- Insufficient professional, scientific and methodological training of management staff, its backwardness in the content and methodological support of preschool education;

- non-compliance with the principles of humanity and democracy in the management of preschool education in the relationship between leaders and teachers;

- lagging behind the acquisition of methodological knowledge, skills and competencies required for the use of modern pedagogical, information and pedagogical technologies;

- inability to apply effective management methods in accordance with the requirements for the activities of preschool education organizations;

- Lack of professional competencies of managers, their ideological and political maturity is not at the required level;

- Lack of sufficient knowledge, skills and competencies in the field of education management and management information on best international practices;

- We can see that there are shortcomings, such as the fact that the heads of most preschool organizations are engaged in organizational work.

The Decree of the President of the Republic of Uzbekistan Sh.M.Mirziyoev "On measures to radically improve the management of the preschool education system" states that the majority of teachers working in public preschool education institutions have secondary special education and do not allow to prepare children for school education; In order to overcome this problem, it is necessary to "retrain and improve the skills of leaders and teachers of PEs, which are able to professionally address the issues of child rearing and comprehensive development, taking into account modern pedagogical technologies and methods."

In order to overcome the existing problems in the field of preschool education, as well as to expand the network of public and private preschool education, to create conditions for a healthy competitive environment between public and private preschool education, to ensure the introduction of new forms of preschool education in Uzbekistan the Ministry of Education was established. One of the main tasks of the Ministry of Preschool Education is to retrain and upgrade the skills of managers and teachers of preschool educational institutions, which are able to address the issues of upbringing and comprehensive development of children at a high professional level using modern pedagogical technologies.

Socio-economic, spiritual and enlightenment changes in the country, the need for highly educated

personnel in the preschool education system, the emerging market economy, the rapid development of science, technology and information globalization, the training of modern staff in preschool education urgent measures have been taken. In accordance with the Resolution of the President of the Republic of Uzbekistan "On enrollment in higher education institutions of the Republic of Uzbekistan in the 2018/2019 academic year" from 2018-2019 training in higher education institutions in the bachelor's degree program "Preschool education" is carried out under 3-year bachelor's degree programs began to increase. In this regard, in order to train qualified teachers and management staff for the preschool education system, educational and regulatory documents in the field of preschool education have been developed. The qualification requirements for the level of general knowledge and professional training of graduates of the bachelor's degree program in preschool education, along with the preparation of future professionals for pedagogical activities, also indicate the formation of managerial competencies in them. Approved by the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan "Qualification requirements for bachelor's education 5111800-Preschool education" defines "... management of education and organization of the pedagogical process" as objects of professional activity of bachelors (1.2.). The "organizational-managerial" system is also indicated in the classification of bachelors in the field of preschool education by type of professional activity (1.2.3.). 5111800-General requirements for the level of preparation of bachelors in the field of bachelor's education in preschool education (2.) also provides for the formation of skills necessary for students in management activities.

These include:

- creation of necessary conditions for raising the ideological and theoretical level and professionalism of employees in preschool educational institutions;

- To organize the activities of the preschool education system in accordance with the prospects of social and economic development of the country, the needs of society, the results of research, modern achievements of science;

- know the legal and moral criteria that determine a person's attitude to the individual, society and the environment, be able to take them into account in professional activities;

- have mastered the methods of collection, storage, retrieval and use of information, be able to make independent decisions in their professional activities;

- have a competitive general professional training in the relevant bachelor's degree;



- be able to independently acquire new knowledge, work on themselves and organize work on a scientific basis;

- It is noted that skills such as teaching a creative, inquisitive approach to pedagogical activity are included, and the bachelor is prepared to "work independently in positions that can be filled by people with higher education in the field of education."

“5111800-Preschool education in the qualification requirements for the professional activities of bachelors in the field of bachelor's education (2.2.):

- 1) pedagogical activity;
- 2) research activities;
- 3) spiritual and enlightenment;
- 4) abilities formed by types of organizational and management.

Undergraduates in organizational and management activities:

- organization of various events, conferences and educational conversations on preschool education;

- Development of mechanisms for monitoring and quality assessment of production processes using pedagogical and information technologies;

- control of production processes in accordance with the requirements of environmental protection and occupational safety;

- organization and management of social and spiritual-educational work in the community;

- make the right decision in situations where opinions differ;

- have the ability to plan, monitor and evaluate the results of the work performed. So, when and how to prepare students for organizational and managerial activities at the undergraduate level?

Are there pedagogical opportunities and conditions for preparing students for managerial activities in addition to being qualified teachers in higher education institutions? Answering such questions is the main goal of our study. First of all, let's talk about the curriculum for the bachelor's degree. The subject "Management and management in preschool education" is included in the block "Specialized disciplines" (3.0) of the curriculum, and the teaching of the subject is planned for 5-6 semesters of the 3rd year. The curriculum includes 178 hours of lectures, seminars, workshops, coursework and independent study, and students will have the opportunity to master the knowledge, skills and competencies related to the organization and management of preschool education in two semesters. The content of the standard program for this subject is the main stages of the organization of social preschool education in Uzbekistan, the main

features and tasks of training highly qualified leaders, methodologists and educators for preschool education, methods, main tasks of the Department of Public Education, methodological guidance. The content of the topics included in the curriculum reflects the great pedagogical potential of preparing students for managerial activities by teaching the subject "Management and Management in Preschool Education" in the field of preschool education. In the acquisition of theoretical knowledge of management and management in preschool education, the modules designed for lectures and the topics included in them play an important role in the acquisition of management competencies by students. The reports consistently explain the achievements of the current stage of development of preschool education, current issues, theories, practices, basic concepts, legal and regulatory documents, theoretical and practical significance of preschool education management. Practical and seminar classes are usually aimed at deepening and deepening the study of some issues in the content of lectures, expanding and supplementing, strengthening theoretical knowledge, as well as the formation of managerial skills, which provide students with a comprehensive study of the activities of the head of preschool education. (pedagogical; educational and methodical; administrative-economic management) closely acquainted with the legal, normative and pedagogical bases. One of the priorities in the development of higher education today is to expand the coverage of higher education, improve the quality of higher education professionals and increase the share of independent study hours, independent learning, critical and creative thinking, systematic analysis, entrepreneurial skills, competencies in the learning process. Introduction of focused methods and technologies, focusing the educational process on the formation of practical skills, in this regard, the implementation of measures for the widespread introduction of advanced pedagogical technologies, curricula and teaching materials based on international educational standards.

Given the large scale and scope of information to be explored in the field of education management, it is not possible for students to cover all of them in lectures, workshops, and seminars, but to address this issue, students are encouraged to participate in independent study and course work. An innovative approach to the organization of independent educational activities based on the priorities of the "Concept of development of higher education in the Republic of Uzbekistan until 2030" will be required. It is also planned to study the activities of the head of the preschool education organization in the pre-graduation qualification practice planned for 3 years. Through an integrated



approach to the practical application of knowledge acquired in the subject "Management and Management in Preschool Education" in the context of programs for undergraduate internships, it is possible to develop in a coherent and consistent manner the assignments on independent education and course work.

In short, by teaching preschool students the subject "Management and Management in Preschool Education" in higher education institutions, they have the opportunity to develop managerial competencies and prepare for the activities of the head of PE. To do this, we believe that it is necessary to take a systematic approach to the process of acquiring theoretical knowledge and formation of practical skills and abilities of students in accordance with modern requirements, to create didactic support for the process of studying science, to develop methods and technologies.

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