

INNOVATIONS IN THE MANAGEMENT OF GENERAL SECONDARY EDUCATION INSTITUTIONS AS A PEDAGOGICAL PROBLEM

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Abstract

The article expresses an opinion on the requirements for modern management of an educational institution, the tasks of the head of an educational institution, forms and tools in the direction of management, problems that exist in the management process, in terms of their solutions.

Keywords: educational institution, principles, management methods, pedagogical relations, managerial competence, managerial competence.

Introduction

In our society, as in all spheres, visible innovations are being implemented in the field of education. Education manage and in it problems, their the solution to find dorzab from issues one is considered Education in the field modern efficiency increase education institution modern of management innovative principles with is determined. In our republic action doing of education new model-education-education process fundamentally update with one in line , education institution leaders mutually to compete to the body brings And this study institutions development main from the factors is one Today's in the day education institutions to the front laying down current from tasks one is a student to young people high quality, effective and qualified education to give organize from doing consists of Education quality improve it of management period requirements based on organize reach activities create and scientific in terms of justification education system important from issues is one . This issue study and education institution scientific Methodical manage model organize reach and to practice app reach extremely necessary His based on education in the organization education process organize reach and him innovative manage to the issue absolutely new approach need requires.¹ Taking into account the main directions, principles, and requirements of comprehensive management of general secondary educational institutions, determining the laws and principles of teaching, methodological bases of using pedagogical and information technologies in the educational process in order to increase the effectiveness of teaching, leaders components, levels, indicators of scientific-methodical training, determining the pedagogical factors that affect it, and developing the contents, methods, tools and forms of developing this level of training and using them in practice, which meet international requirements to achieve training of highly qualified, competitive, creative and socially active, spiritually rich, ideologically and

¹ Yo'ldoshev J.G'., Ucmunov C.A. Ta'lim menejmenti. – Toshkent, 2006.-32-34 bet



politically knowledgeable leaders. For this, it is necessary to improve the system of self-development of leaders and create technologies for establishing methodical service provision. As a result of the tasks, rights, duties, and responsibilities of the heads of general educational institutions being determined on a scientific basis and fully implemented, general educational institutions are managed on a scientific and methodical basis. In this regard, leaders are required to prioritize the tasks related to the development, improvement and control of the innovative management of the educational process. For example:

- identifying and developing the best qualities of each student's personality, determining their interests, needs, abilities, chosen directions, personal qualities, mental intellectual characteristics;
- to give educational tasks according to the needs, interests, talents and possibilities of each student;
- in the process of education, it is necessary to take into account the unique characteristics of the student's personality. As the main aspect of organizing the educational process on a scientific-methodical basis in educational organizations, it is necessary to organize a continuous methodical service that ensures the reflection of the knowledge, skills, and professional skills of science teachers. Each of the teaching methods, according to its general didactic essence, is a model of action in cooperation between the subjects of the educational process, the teacher and the student.²

General secondary educational institutions the ability and competence of the head of the institution play an important role in solving problems. A competent leader must develop the competencies that exist in today's leaders.

Leader competence:

- ensures the implementation of all applicable legal and regulatory documents related to the educational system;
- provides an opportunity to perform all the tasks related to the competence of the educational institution at the required level, using modern management principles, methods and opportunities as much as possible;
- manages the activities of members of the pedagogical team, makes decisions, supervises, provides material and moral support, requires active work;
- ensures the achievement of educational efficiency based on the introduction of innovative innovations in the educational process;
- establishes cooperation with parents, supervisory board, neighborhood and general public;
- fulfills the tasks assigned to him in the field of education at the level of "Competent leader".

Management competence of the head of the educational institution:

- the leader's solution of professional and pedagogical problems arising in the course of activity;
- superiority of professional-management activities and objectively solving problems quickly on the spot;
- high potential, example as a leader, personal activity, experience;

² Muxamedov G'.I, Xo'jamqulov U.N., Toshtemirova C.A. Pedagogik ta'lim innovasion klacteri / monografiya -T.: Univercitet, 2020. 280 b.;



- is the level of achieving the goal with a high level of professional intelligence.³

The head of the institution's approach to the team that he leads during his work effectively helps in solving and preventing problems. Democratizing and humanizing the management of the pedagogical process, we meant the systematicity and unity of management, the harmony of centralized and decentralized management, the unity of public management with a single administration, the reliability, accuracy and validity, reliability and completeness of information in the management of the educational system. Recruiting pedagogical staff on the basis of interview, selection and contract, with a probationary period, realistic discussion of the decisions being made, introduction of open and comprehensible information for all, in front of the public of the educational institution objective and transparent management reporting and allowing students to express their opinions about the life and activities of the educational institution means that democratic management in the educational institution is a priority. In the management of the educational system, treat each person with special respect, trust him, achieve the level of subject-to-subject relationship in pedagogical activities, protect the rights and interests of students and teachers, freely use their talents and professional skills. creating an opportunity for manifestation reflects the essence of management based on the principle of humanity. Systematic and unified management is of great importance in the management of this institution.

Based on a systematic approach to the management of an educational institution, the leader has a clear idea of the educational institution as a whole system and its characteristics. The first sign of the system is its unity and can be divided into components. Next sign indicates the existence of the internal structure of the system. The next sign is the integration of the system. As each component of the system has its own quality, a new integrability characteristic of the system appears through interaction. The last and fourth sign is the close connection of educational institutions with the external environment. Educational institutions adapt to the external environment and restructure this educational process while subordinating the external environment in order to achieve their goals. Systematicity and uniformity in management ensures interaction and communication between the leader and the pedagogical team, prevents one-sided management.

When making a certain decision in a cooperative institution, it is better to prefer sole authority in ensuring the execution of the decision, taking into account which of the opinions expressed by the team is preferable. It is considered important to control the implementation of the decision. The state-public character of the management of the education system creates conditions for working on the basis of this principle. Accurate, reliable and complete information is of great importance in the management of the educational system. The effectiveness and development of educational institution management depends on the accuracy, reliability and completeness of the information. If the information is not clear, incomplete or too much, it leads to errors in decision making. In the process of education, information is collected about the learning of students, at the same time, attention is paid to their interests, behavior, and personal development. The head of the educational institution should also be

³ Менеджмент корпорации и корпоративное управление / А. Н. Асаул, В. И. Павлов, Ф. И. Бескиер, О. А. Мышко.- СПб.: Гуманистика 2006.



engaged in the role of manager during his activity. Therefore, he should have the ability to widely use observation, questionnaire, test, instructional and methodical materials in his work. The management of the educational institution should develop the information management model and strategy within the school and implement them in the educational process. The effective use of these models and strategies in the management process will help the successful implementation of the activities of the educational institution.

In conclusion, it is necessary to effectively use the content, forms and methods of innovative aspects of management in the process of development and research of educational system management. The main management functions are:

- qualitative implementation of management content;
- finding ways to improve management activity;
- encouraging management activities;
- organization of coordination;
- need to be regulated (i.e. activity and process control)

Above, we touched on modern management, problems arising in management and their pedagogical elimination, and some aspects of effective organization of organizational activities. Their correct understanding, acceptance, and their application to management are the basis for achieving positive achievements in management and finding solutions to certain problems.

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