

## **PRINCIPLES OF INNOVATIVE MANAGEMENT OF PRESCHOOL EDUCATIONAL ORGANIZATIONS**

Dilnoza Bekmuradova Pirimovna

Karshi Regional Center for Retraining and Advanced Training of Public Education Staff  
Pedagogy, psychology Teacher of the department of educational management

### **ANNOTATION**

This article describes the process of managing institutions. The principles of innovative management of preschool education are presented.

### **BASIC CONCEPTS**

Management, principles, innovation management, incentives, MTT

Management is a process that affects all human activities, planning, organizing, monitoring, analyzing and evaluating goal-oriented activities in meeting vital needs and achieving goals, influencing the participants in this process. represents the coordination of their activities through demonstration.

The main criterion for the need to organize management activities is the goal set for the person or institution, the definition of tasks to achieve it, pre-planning of activities, the choice of guidelines for implementation, the content and nature of tasks. It is necessary to select executors (specialists) and distribute the tasks to be performed, to coordinate the activities of the participants (employees) of the process, which is organized to achieve the set goal.

The formation of management methods is to some extent based on the living and working conditions of the leader (socio-economic situation in the country, management environment, etc.) and develops his individual style by influencing the actions of the subject through the system.

The personal characteristics of the leader, his education, professional qualifications, age, state of health, as well as the level of education play an important role in shaping effective management methods.

Management activities - The management activities of school leaders can be considered as the interrelated activities of two subjects, the principal and the education system. In this case, the object of the leader's management is the education system, which has the necessary features such as management and self-management, based on various influences, the managed educational institution in its place to the results of management and affects the subject of management.

As in all processes, certain principles take precedence in management, and their ideological content ensures the effectiveness of the results obtained. The sources state that governance should be based on the following principles: democratic centralism; ideology and science; personal responsibility.

At the same time, the following principles are important in the innovative management of MTTs:

1) the priority of democratic and humane ideas;

- 2) scientific and goal-oriented;
- 3) systematic;
- 4) based on marketing ideas;
- 5) complexity;
- 6) performance of duties in accordance with the requirements of regulatory documents;
- 7) personal responsibility;
- 8) pedagogical support;
- 9) Integration between MTT and social organizations;
- 8) take into account the specific situation.

The essence of these principles is explained in detail below.

The principle of systematization in its content: 1) internal structure - a set of interrelated components that provide the process of interaction of the subject of management with the object; 2) external content - reflects the relationship that includes the external environment.

The number of trainees and staff (pedagogical, support and administrative staff) in the internal structure of MTTs, their specific characteristics (for example, average age of teachers, level of education, professional training, work schedule), material and technical condition of the institution basis, traditions of the pedagogical community, goals of activity, educational (psychological, aesthetic, sanitary-hygienic) conditions.

The external structure of the MTT is the objects and subjects of the social environment - the population of the region, trade outlets, cultural, educational and sports facilities, institutions, social organizations, the media, communication with parents, socio-economic and socio-ideological level of development, etc.

In the innovative management of MTTs, management responsibilities are reflected in the following four levels:

1. Tasks to be solved by the head of MTT - represent the solution of management in individual and collective forms, ie in cooperation with the board of founders, pedagogical council, pedagogical community and public organizations.

2. Tasks to be solved in cooperation with the Committee of Educators and Parents.

The principle of based on marketing ideas is important in managing the innovative activities of MTTs. Consequently, marketing is a set of activities that create opportunities for the formation of innovations and innovations, the conservation of resources and the integrated development that helps to ensure the competitiveness of MTTs. According to this principle, the activities of MTTs should be organized on the basis of the needs and interests of students and parents.

In the organization of the process of pedagogical activity, it is expedient to establish interrelated mechanisms of action, including the implementation of developed plans, the distribution of tasks among the participants, the definition of their rights and responsibilities. It is also important to keep a record of the time and resources spent on achieving the goals, and the expenditure of resources.

Incentives and regulation are another important task in managing MTT's innovation activities. Source stimulation is seen as a dynamic process in the development of a psychologically complex education system. We believe that one of the prerequisites for the active organization of the motivational process by the subject is that leaders should pay serious attention to motivating educators to effectively organize innovative activities.

The priority of pedagogical support in the innovative management of MTTs is to help each member of the MTT team understand their inner potential. Incentives should be provided through the development of a humane approach among all members of the institution's community. Thus, MTT is a leadership activity aimed at making certain changes in management practice, the result of which is the organization of MTT activities in accordance with social requirements, enrichment of the content of education and training, improving the quality, high moral and ethical qualities of students. determined by their possessions.

**List of used literature:**

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