

## FEATURES OF PEDAGOGICAL MANAGEMENT AND SCHOOL MANAGEMENT

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### Abstract

The article shows the work on developing the managerial qualities of teachers, the use of foreign experiences in school management, when the qualifications of school leaders have been improved, and participation in international programs to assess the quality of students' knowledge.

**Keywords:** school, director, competencies, education, management, foreign experience, quality of knowledge, surveys, questionnaires

### INTRODUCTION

During the last decade, many countries with the help of international organizations (UNESCO, EU) have focused on school management and education systems, applying many testing and evaluation systems, resulting in the development of some recommendations for the educational process of school administrators to improve the quality of education. Education and academic performance in the light of examination results and research reports. Most of the results showed that school administration in a school system, along with other factors, plays an important role in the academic achievement of students.

Today, the leadership of the Republic of Kyrgyzstan focuses on the managerial qualities of school directors.

### LITERATURE REVIEW

In textbooks and literature on pedagogical management, in particular the textbook by L.V. Lvov. Pedagogical management examines the psychological and pedagogical foundations of management in education. Particular attention is paid to the operational and tactical level of management. The author's vision of the course "pedagogical management" is presented. The content of organizational and managerial competence, which ensures competitiveness, social and professional mobility and success of future teachers, is revealed.

The manual by Shipilina, L. A. "Management in Education" is part of a set of educational and methodological materials on management in education, developed by the author as part of the main educational program in the direction of master's educational programs "Management in Education" and "Human Resource Management in Education".<sup>1</sup> In its form, the manual is a workshop and was developed to help students and teachers organize independent work in the academic discipline "Management in Education."

Arkhabaeva D.A. in the study "On the Problems of Pedagogical Management," he emphasized that today education needs a teacher who is not only well acquainted with his subject, but also capable of creating conditions conducive to the development and self-development of the student's personality.

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<sup>1</sup> Shipilina, L. A. Management in education: a textbook for students of higher educational institutions studying in the direction 44.04.04 – Vocational training (by industry) /L. A. Shipilina. – 2nd ed., revised. and additional – Omsk: Publishing house Omsk State Pedagogical University, 2017. – 312 p. ISBN 978-5-8268-2090-2

This leads to the search and assimilation of new methods of activity for the teacher, who must build his teaching activities based on scientifically based management processes.<sup>2</sup>

## **RESEARCH METHODS**

Having entered the pedagogical institute, future teachers, being students of the specialization Management of an educational institution, must understand what is necessary to be a successful leader, bearing a huge load and responsibility on their shoulders? The main thing is to look forward and see the goal, make the right decisions, act correctly and certainly complete the task with success and victory. Successful directors set high internal performance standards. They have high expectations for their students and staff; they communicate these expectations to people inside and outside their school. The main responsibilities of school leaders are to develop the learning environment of the school and ensure the development of teaching methods for teachers by defining teacher development, educational goals of the school, directing educational applications to achieve educational goals, making recommendations to find solutions to problems, ensuring teachers are motivated to improve the quality of education, maintaining discipline in the school environment.

One of the methods of work is the introduction of individualization and differentiation in work with students, which improves the quality of control over the level of training and education of each individual student and the entire group as a whole.

We conducted surveys and questionnaires in city and nearby district schools. According to survey results, student achievement is higher in schools where discipline is ensured. In addition, the performance in private schools compared to public schools is also higher in some indicators, this is explained by the result of more effective management systems and administrators of these schools, more initiative, better allocation of resources, classrooms and schools.

In Kyrgyzstan, vacancies for the position of school director are approved by the city Council of Deputies, which allows for the correct division of powers with deputies and other officials. School development and success should be the core behavior of a school leader.

The use of foreign experience in school management, when the qualifications of school leaders are enhanced to be a teacher with experience in a certain period of time and participate in special programs opened at universities for school management. In connection with this, there was a need for Kyrgyzstan to participate in the international assessment of schoolchildren's skills (PISA). For the first participation, the results are promising, the managerial discipline built in schools, the hard work of teachers and the determination of students have yielded their first fruits.

Managers and educational planners must consider the availability of well-trained school managers and teachers when preparing strategic plans, goals and projects in the field of education to achieve greater success, higher productivity and improved quality of learning, which has become one of the reasons for the opening of educational programs Educational Management in all pedagogical institutes of the Republic.

Conducting internships and working on research work with students in this field showed that one of the characteristics of a school leader is the establishment of strong connections with the environment, so our surveys showed that managers can spend part of their time on social research and relations

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<sup>2</sup> [http://elib.osu.ru/bitstream/123456789/6236/1/elibrary\\_28977560\\_39212319.pdf](http://elib.osu.ru/bitstream/123456789/6236/1/elibrary_28977560_39212319.pdf)

with the environment. since the school is an open system, it is therefore very interactive with its environment.

The principles of governing great powers also go back to our ancestors, namely to the reign of Amir Temur, who paid special attention to the development of science, and Mirzo Ulugbek, who in every possible way encouraged scientists and masters of their craft. After all, the most profitable investment is the one we make in training.

These above principles have not lost their relevance even after more than six hundred years.

Thus, the school director is the main official of an educational institution. He heads the school administration, manages the pedagogical council and the activities of the educational organization.

A school director is a responsible and serious profession that only an educated and tactful leader can handle.

## **RESEARCH RESULTS**

Thus, the teacher must also have the skills of planning and developing students, and adjusting them. Be able to organize professional activities. He must teach students independence, working with text, primary sources, information and video materials, working on presentations, preparing portfolios, working with cases, etc. In addition, the teacher must monitor the progress and results of the pedagogical process.

Thus, the following conclusions can be drawn:

- when introducing pedagogical management at a university, the main thing is that we consider the concept of education quality management; management activities are needed that revolve around students, which will make them capable of joint action;
- the use of pedagogical management methods will allow future teachers to manage all situations: socialization, educational and cognitive process and student behavior;
- the development of management skills in the student audience is an indicator of the degree of mastery by the teacher of “classroom management” techniques, awareness and a sustainable need for their improvement; - a competent teacher must be able to choose and set tasks for his management activities, correctly analyze pedagogical situations, the reasons for students’ behavior, make pedagogically sound decisions, foresee their social consequences, he must be able to independently choose and develop management methods<sup>3</sup> ;
- the use of various types of teaching technologies in classes at a university will contribute to the formation of pedagogical management skills among future teachers.

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