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## IMPROVING THE EFFECTIVENESS MECHANISM OF THE LEADERS OF PRESCHOOL EDUCATIONAL ORGANIZATIONS

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### Abstract

This article talks about the fundamental reform of the system of preschool education in our country, the systematic organization of the activities of the management structure, the functions of managing modern preschool educational organizations in all respects on the basis of advanced foreign experiences. At the same time, feedback was also given on the idea of assessing the effectiveness of activities and forming their rating on the basis of the assessment criterion" modern preschool educational organization".

**Keywords:** Index, ranking, globalization, modernization, metacompetences, competence, variative, management, management, clister, transfer

### Introduction

In our country, great attention is paid to the structural reform of the preschool education system, the systematic organization of the activities of the management structure, the management of modern preschool educational organizations in all respects on the basis of advanced foreign experiences. The effective functioning of the preschool education system is determined, first of all, by the activities of highly qualified executive personnel. Therefore, the management of the pedagogical community requires the leaders of educational organizations to have "management" qualifications in achieving high educational performance. Management activities-the management activities of the heads of an educational organization can be viewed as the interrelated activities of two subjects, that is, the educational system with the leader. In this case, the management object of the leader is an educational system with such necessary characteristics as management and self-management, on the basis of various influences, the educational organization under management also affects the results of management and the subject of management in its place.<sup>1</sup>

This year, to ensure the continuity and integrity of preschool education, to further increase the quality and efficiency of preschool education, to encourage and support representatives of the private sector operating in the field, to introduce innovations into the educational process, advanced pedagogical and in order to widely introduce digital technologies, the President of the Republic of Uzbekistan of September 30, 2024 "Additional measures to further increase the quality and efficiency of preschool education Decree No. PF-152 was adopted. In accordance with this Decree, the Program of measures to improve the quality and efficiency of preschool education in 2024-2025 has been developed. According to it, starting from the 2026-2027 academic year:

"to introduce the practice of keeping a child's development map in the preschool education management information system by preschool education organizations;

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<sup>1</sup> Hamdamova Mahzuna Tursunovna. (2023). Formation of Student Management Culture as A Pedagogical Problem. Eurasian Scientific Herald, 24,49–52. <https://geniusjournals.org/index.php/esh/article/view/4913>

to issue an electronic certificate of completion of one-year school preparation to children who have completed school preparation groups based on their development map;

placement of electronic resources, audiovisual products and teaching-methodical materials developed within the framework of the state educational program of preschool education in the preschool education management information system and creating the possibility of free and free use of these materials;

creating a personal office for parents in the preschool education management information system and ensuring that the information on the child's development map is placed in it <sup>2</sup> a number of measures have been established. It was noted that the implementation of this measure will be strongly monitored. Also, in this Decree, the tasks and assignments regarding the formation of the rating of preschool education organizations are defined.

It is known that evaluating the activity of preschool educational organizations and forming their rating serves to create a comprehensive competitive environment. Also, the director, deputy and pedagogic staff of the preschool education organization require creativity, solidarity, openness to new ideas, study and implementation of foreign experiences, diversity, cluster approach. In a competitive system, there is a high desire to rise, to strive for innovation and to be "the best".

When we study and analyze international experiences, we can see that the country's place in the Global Index rating is inextricably linked with the development of science, invention and technology transfer, the improvement of the quality of education, and the development of human capital and personnel potential. From this point of view, today, on the basis of internationalization, globalization and modernization of the management of the educational organization in the national and international arena, it is necessary to increase the quality of activities, strengthen management efficiency, create modern ecosystems of personnel competence development and management (HRM), innovative and entrepreneurial competence of leaders and pedagogues development, finding metacompetencies (soft skills) that allow them to quickly adapt to changing trends in the cocktail market as one of the directions of innovative management is being considered<sup>3</sup>.

It should also be noted that another aspect that caught my attention in this decree is the organization of the "methodological skill day" and the "methodological skill hour" in preschool educational organizations. To organize the "methodological skill day" and the "methodological skill hour", each district (city) had its points on the formation of a group of trainers consisting of deputy directors of preschool educational organizations. Also, the organization of separate preparatory courses for trainers with the involvement of qualified foreign specialists, the payment of an additional monthly surcharge of 20% of the position salary at the expense of funds for the promotion of employees of preschool and school education organizations under the district (city) preschool and school education departments belonging to deputy directors and educators acting as trainers.

From the above tasks, it is advisable to carry out Management in preschool education on the basis of the requirements of the time. The management of a preschool educational organization is a multifactorial process, part of which is the organizational structure, the general culture of the

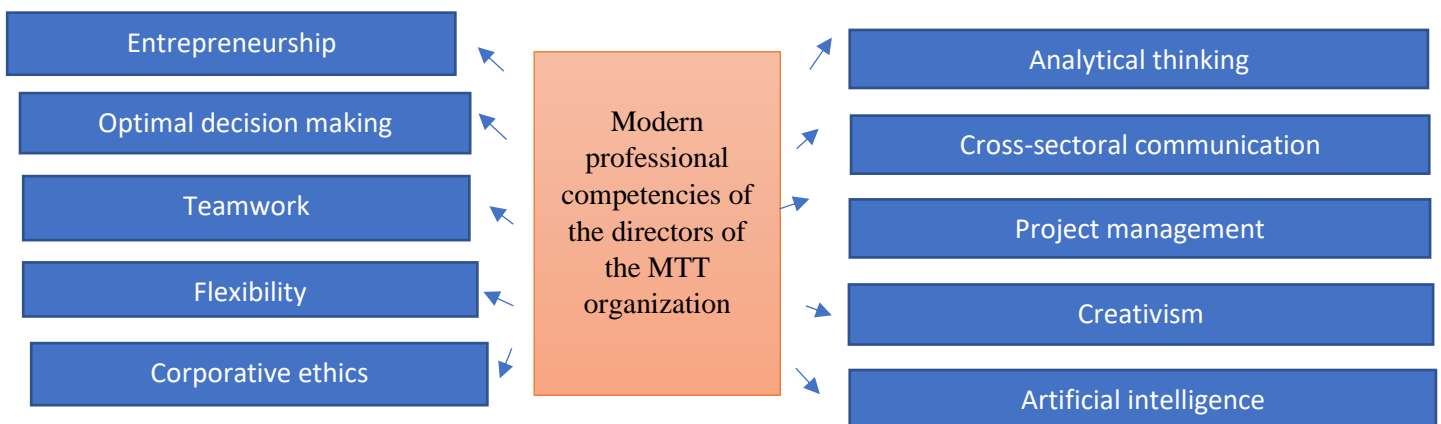
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<sup>2</sup> O'zbekiston Respublikasi Prezidentining 2024-yil 30-sentabrdagi "Maktabgacha ta'lim sifati va samaradorligini yanada oshirish bo'yicha qo'shimcha chora-tadbirlar to'g'risida"gi PF-152-sonli Farmoni // Lex.uz

<sup>3</sup> M.T.Mirsoliyeva "Oliy ta'lim muassasalari rahbar va pedagog kadrlarining kasbiy kompetentligini rivojlantirish mexanizmlarini takomillashtirish" mavzusidagi dissertatsiya ishi // Toshkent-2019. 17-18-38-40 b.

educational organization, the strategy and tactics of the leader. When developing management strategies, setting goals, the leaders of educational organizations should be able to act today, taking into account the educational policy of the state, the needs of educators and their parents. In ensuring the quality of education and upbringing, rational management of the employees of the educational organization, the development and implementation of changes in accordance with the educational process in accordance with the external and internal environment, as well as regulatory legal, economic, political, social and psychological factors are the basis. Due to modern requirements, a revision of the departmental building norms of preschool educational organizations is required.

The development of both professional and personal qualities plays a special role in increasing the effectiveness of the work activities of the directors of the preschool educational organization today. In modern words, professional competencies of directors are improving and developing in accordance with the demand of the Times. This in turn enhances the modern innovative environment in the organization, an increase in the performance ratio of directors, and a competitive process among employees. From this table we can see that modern professional competencies of directors are presented as follows:



**Figure 1. Modern professional competencies of MTT organization directors**

Also, the director of the preschool educational organization has the functions of planning, organization, coordination, motivation, leadership, management, control. He must skillfully combine the powers of a manager and a leader. In this:

special attention to the construction of buildings of preschool educational organizations using modern, energy-efficient, environmentally friendly building materials;

to establish the issuance of an electronic certificate of readiness for a one-year school on the basis of a map of their development to children who have graduated from preparatory groups<sup>4</sup>.

At the same time, the fundamental reform and improvement of the preschool education system, the creation of an effective system of state management of preschool educational organizations and the strengthening of its material and technical base remain an urgent issue. At the same time, the analysis

<sup>4</sup> Kalmuratov T.N. Davlat-xususiy sheriklik asosidagi nodavlat maktabgacha ta’lim tashkilotlari faoliyatini boshqarish funksiyalari. “Maktabgacha ta’lim sifatini oshirish muammolari va yechimlari” mavzusida respublika ilmiy-amaliy konferensiyasi.

carried out shows that the activities of competent state bodies in the organization of construction and repair work of preschool educational organizations, strengthening the material and technical base, landscaping of territories, ensuring compliance with sanitary and hygienic requirements are especially important.

From the above points, it can be said that in order to increase the indicators of the effectiveness of professional activities of the directors of the preschool educational organization, to make the level of further work higher, the present day is one of the prerequisites for keeping up with the times from management personnel, increasing the productivity of activities and, together,

From the feedback presented above, we can say that focusing on the knowledge, skills and competencies of the leader who operates in it, no matter what branch of education it is, and putting it in its place is one of the main factors in the development of the system. It is important that the management of the leader has competence and carefully knows the requirements imposed on the personality of the leader. Having a leader with a high competence in management will set the stage for improving the quality of education and raising responsibility for work among employees. Today, innovative approaches to the development of the function of managing the preschool system, improving the quality of education and creating an innovative environment are among the requirements for the management of preschool educational organizations. On the basis of an innovative approach, online and offline training courses are being organized to prepare, develop employees working in the system to implement reforms in the areas of Knowledge, Consciousness and thinking.

In this new context, among the directors of the preschool educational organization, the Bank of the personnel portfolio is aimed at implementing reforms that can understand, provide for the essence of Strategy, Innovation and digitization and change their mind. In order to form management on the basis of innovative approaches, we need to read and study the experiences of more foreign and Country scientists in the preschool educational organization. Because the requirements for personnel qualifications the modern labor market is constantly and rapidly changing. It requires additional and independence. Education must be fully digitized. In this case, the presentation of lesson plans, online presentations, animations through digital content platforms or mobile applications to the audience should be created online lessons, video instructors.

In conclusion, the improvement of the work efficiency of management personnel, the further development of professional skills of modern preschool educational organizations is considered to be one of the urgent tasks of today. To ensure the implementation of these tasks, it is necessary to improve personnel skills, create an innovative professional environment, ensure consistent management competence.

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