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LEADER COMPETENCY AND ITS SPECIFIC CHARACTERISTICS IN MANAGING THE SCHOOL EDUCATION SYSTEM

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ABSTRACT

The article discusses the competences and requirements for leaders who work in the preschool education system.

KEYWORDS

Leader, management, education, basic competence, communication, system analysis, planning, control.

INTRODUCTION

During the past period, large-scale work was carried out in our country on the establishment of an effective system of preschool education aimed at bringing the growing generation to a healthy and comprehensively mature adult, introducing effective forms and methods of education and upbringing into the educational process. At the same time, the conducted analysis shows the need to solve the issues of ensuring coverage of children with preschool education, filling preschool educational organizations with modern teaching and methodical materials and literature,

attracting qualified pedagogues and management personnel to the field. In accordance with the decision of the President of the Republic of Uzbekistan dated May 8, 2019 "On approval of the concept of development of the preschool education system of the Republic of Uzbekistan until 2030" No. , ensuring equal access to it, developing public-private partnership in this field, introducing innovations, advanced pedagogical and information and communication technologies into the preschool education system.

In the process of socio-economic reforms implemented in our country, the development of production, ensuring the economic stability of organizations and enterprises depends in many respects on the quality of training of managers and specialists who meet the requirements of the time. Today, in the conditions of establishing a socially oriented market economy, management science occupies a special place in the training of managers (managers), their qualification improvement and retraining. The stages of formation and development of the management science are explained by long-standing historical periods, management was formed as a separate, independent science at the end of the 19th century and the beginning of the 20th century. Management is an English word, and in Uzbek it means management organization (management, management authority, organization), leadership (planning, regulation-coordination, control). Management is a set of methods, forms and means of coordinating activities, i.e. the activities of people or their groups, to achieve the intended goals. In simple terms, management generally means organizing one or another type of activity and leading it, that is, coordinating the behavior and relations of people operating in various fields, organizing, controlling and managing the proper use of their capabilities and abilities. First of all, management means managing people, making them interested in their activities, creative approach to entrepreneurship, work, forming

feelings of self-confidence, helping them to acquire knowledge, skills and skills in various fields, encouraging innovation and creativity, managing people's activities.

Educational management is a management organized on a scientific basis, based on a unique organization: a leader, a pedagogical team, a team of learners. Accordingly, management can be carried out on the basis of different models: an integrated model, the first stage - management of the activities of the pedagogical team, the second stage - management of the students' activities. The main goal of educational management is to coordinate the relations and activities of managers, specialists and executives who are participants in the educational process, to ensure effective management in the organization of the educational process organized in educational institutions on a scientific basis, to achieve the goals set for the institution and to prepare competitive graduates. .

F.Taylor (1856-1915) was one of the first experts to study management, he was interested in the efficiency of organizational activities, not human efficiency, he laid the foundation for the development of the school of scientific management and, as the founder of the school of "Scientific Management", he developed the methodology of the basics of labor regulation, selecting workers for practice applied a scientific approach to obtaining, placing and promoting

cocktails. Development of management science F. and L. The Shilberts are also associated with the name, they conducted research in the field of labor movements and developed scientific principles of workplace organization. One of the founders of management theories A. Fayol distinguishes 5 main functions of the management process: planning, organization, selection and placement of personnel, leadership (motivation) and control. A. The essence of the principles developed by Fayol is as follows: cocktail distribution; responsibility of authority and power; discipline; leadership unit; command unit; subordination of personal interest to common interest; the balance of centralized and decentralized management of cocktail incentives; coordinating the work of one type of managers; arrangement; justice; sincerity; staff persistence; initiative.

Preschool education is a decisive factor of social well-being. The study of scientific literature shows that the problem of assessing the quality of personnel training for the preschool education system is very complex. Without solving this problem, the main goal of the preschool education system, the formation of the state's personnel potential, cannot be achieved.

The scientists of our republic gave different definitions to management competence based on their views.

Professional competence of the head and pedagogic personnel of the higher education institution - to have

the knowledge, skills and qualifications necessary for effective activity in the field of education, research and management, personal and social qualities, the ability to make independent decisions in specific and non-standard situations, self-management and is the level of preparedness associated with feeling responsible for each behavior.

The managerial competence of the head of the preschool educational organization is the management functions of the leader in preschool educational organizations

It is an integral personal-professional description that determines the readiness and ability to perform professionally, knowledge, values, communicative and organizational-methodical activity components, which ensures the effective performance of management tasks.

We believe that it is necessary for leaders and pedagogues working in the preschool education system to have the following basic competencies:

- Socio-legal competence
- Personal-reflexive competence
- Communicative competence
- Systematic analysis competence
- Competence in using information communication technologies.

Leaders operating in the preschool education system must have professional-pedagogical and management competencies.

Professional competence includes the acquisition of pedagogical and psychological knowledge.

Management competence includes leadership, conflict management, project management, strategic thinking, creativity, openness to innovation and several other competencies.

Today's peaceful, prosperous life, socio-economic situation and tomorrow's prospects of every family, labor team, system, ministry, sector and country depend to a large extent on the personality of the leader who leads it, his spirituality, intelligence, knowledge, life experience, human qualities, depends on the individual-psychological characteristics of a person.

Every leader working in the management system of preschool education should know and follow the requirements set for him/her:

- The leader, first of all, should be a good expert in his field, having worked in different stages and aspects of it, in different positions, should have shown himself in a positive way;
- Must like to work with people, enjoy this activity, be able to express his love for people;

- Organizational and initiative qualities must be sufficiently developed in the leader;

- He must clearly imagine the achievements and problems of his organization, institution, field, and know well the ways of development that determine their prospects;

- It is necessary to always feel the need to introduce new things in one's field, at the same time, to work knowing that not every "shiny" thing is "gold" and to work knowing that the old is not always bad;

- The leader should not try to perform all tasks by himself, but should distribute them correctly from him to the following leader, control the timely completion of tasks, if necessary, coordinate the activities of the leaders in smaller positions under him, train his employees to work independently and with initiative;

- He should know the strengths and weaknesses of his personnel, potential opportunities and accordingly use their opportunities appropriately;

- It is necessary to create conditions for the growth of young, promising personnel as specialists and leaders, to increase their activity, and gradually entrust them with leadership work;

- It is necessary to motivate the personnel morally and materially according to their work;

- It is necessary to ensure the formation of the team as a united family by creating a healthy psychological environment in the team and strengthening kindness among employees;

- The leader should be a good psychologist and take into account the age, gender, national, individual-psychological characteristics of his employees;

- It is better not to forget the need to use authoritarian methods for some employees, in some situations, while using mainly democratic methods among leadership styles;

- The leader should take measures to ensure the social protection of his employees, but he should not teach the social protection employees to be careless, on the contrary, he should motivate them to improve their economic conditions by working extra;

- The leader must not do actions that cause the "activation" of gossipers, misers who cannot see themselves, sometimes even their brothers and sisters, who are "looking for dirt between their fingernails" and who are present in almost every team, institution, and system;

- It is necessary for the leader to think about the honor and reputation of his system, institution, team, not to allow it to depreciate and to form this feeling in his employees;

- The leader should not "suck" his employees to another system, leaders. He must protect them, if necessary, apply severe punishments himself in the interest of the business;

-Leadership requires the leader to exercise restraint, to be able to control his emotions with reason and thinking. On important issues, he should follow the principle of "seven measures - one person";

- The leader should always be with his employees in good and bad days, weddings and mourning, and provide material and moral support to his employees;

- The leader needs to be in a good mood, because his emotional state affects the mood of his employees;

- The leader should have a culture of communication and a sense of humor. Sometimes it can show the shortcomings of some employees as a joke. In this case, the manager's reprimand does not fall on the employee, but the employee understands his mistake;

- The correct selection of personnel, their placement based on the requirements of the assigned position, the selection of personnel, especially junior leaders, should be based on the professional and human qualities of the person as the main criteria;

- The leader should achieve feelings of love and sincere respect for his personality, not fear of him, but with his behavior, communication culture, kindness to his employees and several other human qualities;

-Having heard well that it is impossible to work without mistakes in leadership activities, one should not strive to work without mistakes, but should work efficiently, make mistakes as little as possible, and take measures to eliminate them in time.

- Employees should be given more freedom and independence. It is necessary to avoid controlling their every step. Forgiveness for mistakes made when introducing news. It is necessary to give time and opportunity for them to correct their mistakes;

- The tasks set before the employees should be clear and clear, within their reach, and at the same time, the level of complexity should increase as much as possible in the course of the employees' activities, and serve to form them as good specialists and leaders;

- The leader should strive to be a role model for his employees in living a healthy life, providing cultural recreation, always actively working on himself as a specialist and leader, being able to rationally get out of the most difficult situations, openly expressing high human qualities;

-It is in accordance with the purpose of thinking about issues that can define the perspective of one's system, team, institution for several hours every week and discussing the ideas born in a narrow circle with experts;

- Just as nothing in the world is eternal, leadership is not eternal either, the leader should not understand it only as a source of ensuring his well-being, he must have "administrative-social immunity" against this "disease". First of all, every leader should have a deep understanding of what kind of name he will have among the people, which will be determined by the content of his leadership activity.

- It is useful for a leader to see himself from time to time through the eyes of others: his employees, strangers, those who are not under his control. Not everyone values it the same way, because they include friends, enemies, underdogs who can't tell the truth, people who can't see success, and other categories of people. Therefore, it should not be forgotten that the generalized assessment obtained from many, different classes of people is close to the objective assessment;

- The objective assessment of each leader is given in most cases when the leader leaves the job, after being transferred to another job or position. Every leader should not forget this and should have a clear idea of how the employees around him and under his control may react after leaving work from time to time.

- There are leaders who half the fortunes of thousands of people for the sake of their own and their loved ones' today's well-being, interests, and there are leaders who make the fortunes of thousands of people tomorrow, not only today, but with their

entrepreneurship, business acumen and philanthropy.

He lives well and feeds his people

-One of the requirements for a leader, whose importance is increasing year by year, is to be able to communicate freely in one of the foreign languages while knowing his mother tongue and Russian perfectly.

In conclusion, it can be said that regardless of the level of education, paying attention to the knowledge, skills and qualifications of the leader who works in it and putting him in his place is one of the main factors of system development. It is important that the leader has management competence and knows the requirements of the leader. The high management competence of the leader is the basis for increasing the quality of education and increasing the responsibility for the work among the employees.

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