



Journal Website:
<https://theusajournals.com/index.php/ijp>

Copyright: Original content from this work may be used under the terms of the creative commons attributes 4.0 licence.

DEVELOPMENT OF CREATIVE COMPETENCY OF LEADERS OF PRESCHOOL EDUCATIONAL ORGANIZATIONS AS AN ACTUAL PROBLEM

Submission Date: July 21, 2024, Accepted Date: July 26, 2024,

Published Date: July 31, 2024

Crossref doi: <https://doi.org/10.37547/ijp/Volume04Issue07-12>

Movlyankulova Mavjuda Xodjikulovna

Director at the 47th state preschool education organization under the department of preschool and school education of Kokadn city of Fergana region, Uzbekistan

ABSTRACT

The article talks about the development of educational systems and new creative methods carried out by the managers of preschool educational institutions in the organization. He also analyzed the role of leaders in introducing and forming creative methods into the work program of employees in pre-school educational institutions today.

KEYWORDS

Preschool education, student, method, activity, opportunity, decision.

INTRODUCTION

Preschool educational organizations are established to meet the needs of the family and society to take care of children, to educate and develop children in a comprehensive manner, taking into account national and regional characteristics. Institutions have the right to make any decisions independently, on their own initiative, related to their activities, if they do not interfere with the legislation and pedagogical principles. Preschool education organizations are responsible for the quality of educational work, the rights of children and parents, and the interests of society and the State. The labor team of the

institutions solves issues related to the society's activities in accordance with the principle of self-management based on nationalism.

Correct relations in the team control the compliance of each employee with work and production discipline. The leadership position requires the principal to constantly improve his ideological, spiritual-educational, political-legal level and professional skills, to thoroughly master pedagogical knowledge, the theory and practice of teaching children, and at the current stage, pre-school education forces him to

know the tasks in front of him, to use his knowledge in his work. He must thoroughly know and follow the program, methodical, instructional regulations.

The leader must know the essence of the pedagogical process and take measures to immediately eliminate the shortcomings. Heads of pre-school education organizations are appointed by public education management departments from persons with higher education and at least 5 years of work experience. Work on selection, placement, training of personnel in preschool educational organizations is carried out with the active participation of the labor team and the board of the preschool educational institution. Heads of preschool educational institutions take care of regular development of professional skills, general educational skills and cultural level of personnel, taking into account the qualifications of employees and based on the interests of preschool educational institutions, they are organized and ensures that z is moved from place to place in time. Forms a reserve of personnel in pre-school education organizations and works with them continuously. Mudira manages the entire activities of the kindergarten, beautification and landscaping of the kindergarten. Responsible for the correct distribution of costs according to the estimate, the correct organization of the procedure for providing the institution with food products, the filling of the kindergarten with the planned children, the implementation of the educational program, He is the chief leader of summer rehabilitation activities, education of pedagogical and service staff, attitude towards work, and their professional development. Mudira creates the right agenda and conditions in the children's institution to preserve and protect children's lives. Monitors the implementation of sanitary and hygiene rules, conducts fire prevention measures.

Store vitamin-rich foods for the winter. It provides kindergarten employees with monthly salaries on time. Strictly controls the work. Motivates active employees.

The administration of pre-school education organizations in cooperation with public organizations forms a stable labor team capable of achieving high results in educating children on the basis of self-management; educates personnel in the spirit of increasing the efficiency of pedagogical and service work, forms a sense of pride for one's team and chosen profession.

A properly organized educational process in a preschool education organization not only shapes the child as an individual, but also prepares children for school education. In the organization, the role of the organizational designer is extremely important in achieving this goal. Because every organizational designer not only controls and manages the quality of education in the organization, but also teaches the educational staff the advanced working methods of education, is active in the public affairs of the organization and is one of the first to bring it to the highest heights. If the stylist stands second to the director in the organization and carefully takes over the organization's documents and management activities, i.e. management processes, it will be possible to form the quality of the educational process. First of all, he should know in detail how to be a leader, the duties of a leader, and the guidelines for forming a team that a leader organizes. Below we are familiar with the activities of the leader. Management of the pedagogical activity of the educational organization is a management activity carried out in order to plan, organize, encourage, control and analyze the results of the pedagogical process according to the nature of the activity of the educational organization. The formation

of the leader's competence consists of five stages, which are as follows: Stages of the formation of the leader's competence: Determination of ability; • Education and formation; • Training (giving small assignments); • Trust (appointment to an independent leadership position); • The pinnacle of leadership. One of the foundations of the organization of quality preschool education is the level of training of management and pedagogic personnel and their professionalism. Over the past period, large-scale works have been carried out in this direction. For example, as the first steps, the Ministry of Pre-School Education of the Republic of Uzbekistan was established; The quotas for admission to higher education institutions in the field of undergraduate education "Pre-school education" have been increased; the period of study in this direction was reduced to three years; implementation of the unified state policy aimed at the development of the preschool education system, radical structural reform of the system, and the organization of the management structure were determined. In the Address of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to the Oliy Majlis dated December 29, 2020, important tasks related to the field of preschool education system were defined. "As we have set ourselves the great goal of establishing the foundation of the Third Renaissance in our country, for this we need to create the environment and conditions that will educate new Khorezms, Ibn Sinas, Ulugbeks, Navoi and Babur," the head of our state said. From the moment a child is born, to the age before school, mental activity increases, moral, aesthetic and physical qualities are formed. Therefore, our strategic goal for the development of the field of preschool education in the coming years is to create the necessary conditions to fully cover every child of kindergarten age with this

educational direction. By the end of next year, we should reach 65% of preschool education coverage, and by the end of 2023, it should reach 75%. Additional 2,000 non-state kindergartens will be established at the expense of subsidizing 600 billion soums from the budget for these works, and the share of the private sector will be increased to 25%. To sum up, one of the main tasks of this designer is to carry out the activities of the organization with the knowledge, skills, and abilities that educators should acquire in order to carry out quality educational processes.

In the management of an educational organization, not one, but many management categories are implemented. These categories have a hierarchical structure - private categories are included in relatively general ones. For example, in the general category of management of the educational process in the educational organization, the categories of planning, organization, leadership and control of primary and general secondary education are distinguished. These categories, in turn, have a complex structure. For example, within the category of primary education management, there are categories of planning, organizing, leading, and controlling the study of certain classes and subjects.

In the management process, at the same time, the work of various management groups is carried out. Someone can make corrections to the training schedule, someone can monitor the work of the teacher, and someone else can discuss the work plan of the pedagogical council. This makes management categories invisible not only to the uninformed observer, but also to most management entities. But for the integrity of the management activity, the head of the responsible educational organization must create these categories and monitor each of them.

The concept of efficiency, although it is widely used in the process of social relations, is one of the least developed concepts in management theory. Due to the lack of a general theory of efficiency, all attempts in this direction have not yet led to the expected result. Different fields of activity use their own indicators of efficiency. But there are no such indicators in education today. Nevertheless, the concept of efficiency is very important and useful in the direction of quality. Realizing the complexity of the task, let's try to determine what management efficiency is.

Before talking about efficiency, let's introduce the concept of operational productivity. Any activity is more or less productive. Productivity is a characteristic of activity that shows the ratio between the usefulness of the results obtained in a certain period of time and the costs associated with it.

Assessment of management quality depends on the answer to this question. It is the duty of management to ensure full use of opportunities to obtain beneficial results. The better it performs this task, the more effective it will be.

By management efficiency, we understand the characteristic that reflects the relationship between achieved and achievable productivity.

This definition can be used both in terms of performance management and development management. But in each of these cases, different outcomes and different costs must be considered. An educational organization can ensure that the quality of education is as high as possible for itself (this can be evidenced by high efficiency and management of activities), but at the same time it can absorb innovations and strengthen its own capacity may not

objectively use the available opportunities of education. This indicates the low effectiveness of management of the development of the educational organization.

REFERENCES

1. O'zbekiston Respublikasi Prezidenti Shavkat Mirziyoyevning Oliy Majlisga Murojaatnomasi. – T.: “O'zbekiston”, 2020 yil 29 dekabr.
2. Mukhtasar, M., Begyor, S., Aleksandr, K., Farrukh, D., Isroil, U., Sodiqjon, K., & Akbarjon, A. (2022). ANALYSIS OF THE EFFECTIVENESS OF THE DEVELOPMENT OF THE GERMAN EDUCATION SYSTEM IN OUR COUNTRY. Journal of new century innovations, 18(1), 168-173.
3. Umarova G. Bolalarning iqtisodiy bilimdonligini rivojlantirishda matematik tasavvurlarni shakllantirish mashg'ulotlarining ahamiyati //ЦЕНТР НАУЧНЫХ ПУБЛИКАЦИЙ (buxdu. uz). - 2021. - Т. 3. - №. 3.
4. Sharipova I. F., Umarova G. U. Some methods for calculating limits //Journal: JOURNAL OF ADVANCES IN MATHEMATICS. - Т. 10. - №. 7.5
5. Nurulloyev F. Maktabgacha ta'lim yoshidagi bolalarini axloqiy tarbiyalash //ЦЕНТР НАУЧНЫХ ПУБЛИКАЦИЙ (buxdu. uz). - 2021. - Т. 3. - №. 3.