



IMPORTANCE OF MANAGEMENT SYSTEM AND LEADERSHIP ACTIVITY IN PRESCHOOL EDUCATIONAL ORGANIZATIONS

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Annotation: *The following article discusses the role of management in the modernization and development of preschool education.*

Key words: *education, potential, knowledge, skill, need, demand, pedagogical technology, tool, educational technology, pedagogical theory*

Determination of educational goals in preschool educational organizations is determined by certain internal and external conditions. It is necessary to take into account the pedagogical environment in the organization and the special importance of state documents that support the system. In addition, programs that determine the real educational process are also important. These are external requirements, and their compatibility with the specific and available capabilities of the organization serves as a normative basis for defining the tasks of the educational institution. Professional-pedagogical training of directors of educational organizations consists of their scientific-theoretical, psychological-pedagogical, scientific-methodical training, ideological-political and spiritual-moral maturity.

The components of professional-pedagogical training complement each other, form and develop mutually, the knowledge, skills and competences acquired by the leader in these components are used in pedagogical activities. Therefore, scientific-methodical training of MTT directors occupies the main place among the components of professional-pedagogical training. One of the main tasks is to organize and improve the educational process in educational institutions based on the principles of the state policy in the field of education defined in the current regulatory documents and to develop leadership activities.

In the era of rapid changes, the time demands that the management personnel of MTT act as leaders with all-round intellectual potential, who take their work seriously, and creatively approach each task they perform. Because the leader's deep thinking and broad worldview, meeting the demands of the times, awareness of pedagogy, psychology, management science, creative qualities and qualities,



faith and culture, social activist, organizer and entrepreneurship are the future of the educational organization he manages. Determines effective activity.

The modern education system makes more and more demands on the director of a preschool education organization, but in such an important area as management, the director's skills are the strongest requirement. Improving the level of education is mainly related to the interest of the director of the educational organization in the development of the quality of education, to feel the specific features of the situation and to make changes in management activities at the right time.

Orientation of the educational organization to high performance indicators represents a number of requirements for the appropriate level of management. Based on new approaches to the management of the preschool education system, a modern director should have the qualities of a competent specialist, as well as a high professional culture of communication and moral and ethical standards.

DISCUSSION

Today, there are various preschool education organizations in the preschool education system, improved pedagogical technologies and methods have been created and are being used in practice, and innovative activities are becoming popular. Mainly, the directions and requirements of preschool education are being changed. That is why we need a director of a new generation who can solve educational problems at a modern level.

The new type of director must implement a differentiated approach to working with the team, taking into account their abilities, as well as their needs and professional requirements. It is important for the director to approve the initiative of the employees, to contribute to the development of their creative potential, and also to encourage each of his employees to act.

Today, a specialist with modern pedagogical influence methods, as well as management skills is needed.

A modern preschool director has a long list of tasks to perform in his/her work process. The list of management tasks includes:

- Management of the quality of teaching staff. This task is understood as determining the number of pedagogic personnel and their composition, at the same time, this task includes the system of training, organization of collective work, and the system of payment for labor.
- Managing the quality of education and upbringing of preschool children.
- Quality management of educational technology. The design of various educational technologies is important in the modern education system.



- Material and technical management includes quality control, use of equipment and allocation of classrooms.
- Quality management of educational infrastructure.
- Management of information-methodological supply includes the use of the most effective methodological schemes for organizing search processes and analyzing important information.
- Covers curriculum quality management, curriculum, event management and competency requirements.
- The task of jurisprudence means that the director knows and applies the laws in his work, and organizes the observance of the rights and duties of the whole team.
- The task of the psychologist-mediator is that the director should create an atmosphere of mutual understanding and trust not only in the team, but also between parents and children. The ability to resolve conflicts in the team is a very important task of the director of the preschool educational organization.
- The organizational task includes the creation of a certain structure, internal order. Organizational skills consist of the following qualities: professional competence, community, sense of teamwork, demandingness, activity and purposefulness.
- Supervision and coordination of activities, including, as necessary, making changes to work if deficiencies are identified during supervision. This task implies that the director should be demanding, active and fast. Demonstrating these organizational skills will help the director identify team performance gaps in time and analyze approaches to their prevention.

Also, control is the process of obtaining information about the process of changing external and internal indicators in the activity of a preschool educational organization, and then eliminating negative consequences for the implementation of planned actions. Management as a task cannot exist without other tasks and exists in conjunction with other tasks. The mentioned tasks indicate the responsibilities of the director of the preschool education organization.

ANALYSIS AND RESULTS

Management culture becomes a condition of effective management activity, and also appears as a characteristic of the manager. The essence of the management culture of the director of a preschool educational organization is to know the principles, organizational forms and technological methods of managing the educational process. Management culture is manifested in the process of management activity, is related to consciousness, behavior style and



communication, as well as directly related to the professional activity of the manager.

The manager must understand and monitor which of his professional competences, as well as personal qualities, are accepted by the team and which of them do not find a response in the team. Qualities specific to the director of a preschool educational organization can be formally defined as psychological, intellectual, social and professional. A complete list of listed adjectives is made up of simpler constituents. Qualities specific to directors can be divided into three groups: professional, personal and business. It is also important for the principal to teach the teaching staff to understand the child.

The formation of a real pedagogic staff begins with the pedagogic staff's ability to understand the child. If the pedagogue does not try to understand the spiritual world of the child, then in the future he will no longer be able to influence the process of education and socialization. In the course of management activities, the manager will certainly encounter various problems, and the level of his competence can be determined by the level of effective resolution of these problems. The development of managerial authority depends not only on self-development and gaining experience in managerial activities, but also on improving the qualifications of the manager, as well as on the professional retraining of the director of the preschool educational organization.

In order to successfully implement the process of modernization of the entire educational system, it is necessary to have specialists who are well-versed in modern methods of managing pedagogic personnel teams, are well versed in scientific research and development, and are able to work effectively in the innovation market. Innovation is a complex and painful process for every organization. But without innovation, it is impossible to work and develop in a modern society with the nature of competition between organizations, organizations and firms.

Modern innovation processes are very complex and inevitable. They are important to improve planning in any field of management, the structure and functions of management bodies, and the system of working with personnel.

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