



## TECHNOLOGIES FOR DEVELOPING MANAGEMENT COMPETENCE OF PRIVATE PARTNERSHIP-BASED PRESCHOOL EDUCATION ORGANIZATION LEADERS

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**Tayanch so'zlar:** PPP, kompetentsiya, menejment, ta'limni boshqarish, texnologiya, maktabgacha ta'limda raqamlashtirish.

**Ключевые слова:** ГЧП, компетентность, менеджмент, образовательный менеджмент, технологии, цифровизация в дошкольном образовании.

**Key words:** PPP, competence, management, educational management, technology, digitization in preschool education.

In an environment where education is valued as the most unique capital in the world, «it is an urgent task to create opportunities for all people to receive quality education throughout their lives by introducing mechanisms to improve the effectiveness of the evaluation of educational results and methods. educational stages». Today, all countries, even the most advanced companies, pay special attention to the development of education, and this direction is becoming the most important task on the agenda. In our country, further education is considered as one of the strategic goals. According to the Strategy of Actions for the further development of the Republic of Uzbekistan, it will work to raise the quality of higher education from preschool education and further education of development to a new level. Today, an educational system aimed at integration into the new world information-educational environment is being established in our country. This is followed by significant changes in the organization of the educational process that respond to modern technical capabilities. The organization of the pedagogical process is considered as a complex system consisting of certain interrelated elements. Such elements include the goals, tasks, tools, forms and methods, subject, object of management, principles and functions that determine its activity. In the context of the introduction of



innovative pedagogical technologies, the uniqueness of the construction of the pedagogical process is emphasized, in which the originality, the normal course of children's development and the uniqueness of the preschool period are preserved. In the organization of this pedagogical process, the head of the preschool education organization requires skills, i.e. «competence», based on advanced pedagogical experience and modern knowledge of management. The concept of «competence» entered the field of education as a result of psychological scientific research. Approved by the decision of the Cabinet of Ministers dated April 6, 2017 No. 187 in the State Educational Standard of general secondary education, the concept of competence is defined as the ability to apply existing knowledge, skills and abilities in daily activities. Nowadays modernized preschool education system requires pedagogues-employees to have the competence to respond to world trends, to creatively organize the educational process by integrating it.

Today, the concept of «educational management» is widely used in the modern management system. «Management» is an English word, and in Uzbek it means organization of management (management, management authority, organization), leadership (planning, regulation-coordination, control). According to L. Fishman, educational management is management organized on a scientific basis, based on a unique hierarchy: a leader, a pedagogical team, a team of learners. Under the conditions of the new Uzbekistan, the education system, especially the preschool education system, is being fundamentally reformed. In the field of preschool education, a lot of work is being done to develop the private sector, to increase the activities of non-governmental preschool education organizations, and to organize the quality of the educational process in preschool education organizations based on public-private partnership (PPP). Including, in accordance with the decision of the Cabinet of Ministers «On the organization of activities of the State Financial Control Inspection under the Ministry of Finance and measures to improve financial control in budget organizations» in order to further improve public-private partnership processes in the field of preschool education, August 2, 2022, No. 426 «On measures to simplify public-private partnership relations in the field of preschool education using modern digital technologies» was adopted done.

Due to the management, planning and organization of the preschool educational organization, necessary, but not sufficient, conditions are created to effectively combine the efforts of the members of the educational organization team. It is known from practice that the work people do in reality does not always correspond to the official requirements imposed on them. A special



feature of social organizations is that people who belong to them have their own reasons and are able to set goals for themselves.

In order to bring pedagogical innovations into the life of an educational institution on a large scale, it is necessary to create an environment of innovation, to form a certain moral and psychological state, and to apply measures of an organizational, methodical, psychological nature. For this purpose, it is necessary to develop the creative functions of future teachers, equip them consistently with pedagogical innovations, and teach them to analyze and apply innovative methods. Advice on the organization of management:

- Ensuring collective unity;
- Organization of work in the spirit of organization;
- Organization of the Pedagogical Council in an unusual form;
- Connecting cooperation with mutual organizations in spiritual and educational work.

In conclusion, it is important to reform and improve the system, to study scientific research in the field, and to apply the national model of education in the education system, taking the example of the world experience. Today's pedagogue should have a creative mind, be able to express independent and free opinions, and be aware of industry news.

#### Literature:

1. Resolution No. 187 of the Cabinet of Ministers of the Republic of Uzbekistan «On approval of state educational standards of general secondary and secondary special, vocational education», April 6, 2017.
2. Decision No. PQ-4963 of January 25, 2021 of the President of the Republic of Uzbekistan «On measures to support scientific research activities in the field of public education and introduce a system of continuous professional development».
3. Novikova G.P. Management of modern preschool education.
4. MPE.UZ site.

#### РЕЗИЮМЕ

Ushbu maqolada maktabgacha ta'limda xususiy sektor tizimi, DXSh asosida DXSh (davlat-xususiy sheriklik)ni tashkil etish va ularning faoliyatini samarali tashkil etishda yetakchining boshqaruv ko'nikmalarini rivojlantirish haqida so'z boradi.

#### РЕЗИЮМЕ

В данной статье говорится о системе частного сектора в дошкольном образовании, организации ГЧП (государственно-частного партнерства) на основе ГЧП и развитии управленческих навыков руководителя в эффективной организации своей деятельности.

#### SUMMARY

This article talks about the private sector system in pre-school education, the organization of PPP(Public Private Partnership)-based PES and the development of management skills of the leader in effectively organizing their activities.