

# THE ROLE OF EDUCATIONAL STANDARDS IN IMPROVING THE MANAGEMENT SKILLS OF PRESCHOOL EDUCATION ORGANIZATION DIRECTORS

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## Abstract

This article discusses the role of educational standards in improving the managerial skills of directors of preschool educational organizations.

**Keywords:** Preschool education, managerial skills, professional competence, national education, state educational standards, personnel management, professional development system, social cooperation.

## Introduction

Improving the managerial skills of directors in the preschool education system is important for improving the quality of education, introducing innovative methods and increasing the efficiency of the organization. In this case, educational standards serve as the main regulatory documents in the formation of the professional competence of directors.

The great reforms being implemented in the way of building a new Uzbekistan require a fundamental renewal of the education system in our country. Raising a physically healthy, well-educated and spiritually mature generation is one of the most priority tasks today. At the same time, it is necessary for the leaders of preschool educational organizations to master modern management methods, effectively organize pedagogical processes and apply innovative approaches in educational work.

Indeed, in our country, large-scale reforms are being implemented aimed at raising the growing generation to a healthy and comprehensively mature adulthood, as well as introducing effective educational forms and methods into the educational process. In this process, it is especially important to develop the managerial skills of the head of a preschool educational organization, such as managing the preschool education system based on modern requirements, regulatory and legal documents on preschool education, including state standards of preschool education and upbringing, and effectively distributing financial resources.

The new Uzbek reforms in the field of preschool education are not limited only to improving the infrastructure, but also aim to raise the quality of the system to a new level by increasing the professional potential of the leaders. Thanks to the consistent implementation of



educational standards and state policy, preschool educational institutions can become organizations that meet modern requirements and work on the basis of innovative approaches. In the new era of development of Uzbekistan, great attention is paid to the development of education and science, because, as the Head of our State noted, “We have set ourselves the main goal of creating a new Renaissance in Uzbekistan, that is, the foundation of the Third Renaissance. The unique and unique scientific and spiritual heritage of our great ancestors should become a life program in constant motion for us. This immortal heritage should always be with us and always give us strength and inspiration. First of all, the national education system “That's the kind of spirit we need to water”.

Renewing the national education system based on modern requirements, raising young people to be physically healthy and spiritually mature, educating them to be people with high knowledge and enlightenment, increasing the prestige of school leaders and teachers, and creating the necessary conditions for their effective activities are considered an important component of the reforms being implemented with great intensity today.

Only enlightenment leads a person to perfection and society to development. For this reason, the state policy in the field of education in our country is based on the principle of a continuous education system, which supports the child in every way from the moment he is born, and helps him find a worthy place in life. A complete and seamless system was created.

The role and importance of the preschool education system in the life of our society, which is considered the most important link in the upbringing of our children, cannot be compared with anything else.

Over the past short period, very important work has been carried out to improve the effective system of preschool education.

The ability of school education system leaders to think, the level of understanding of the social policy pursued by our state, their theoretical preparation in socio-economic, political, ideological and ideological processes, their high spirituality and enlightenment, and their understanding of the content and essence of regulatory and legal documents aimed at further developing and improving the sector are of paramount importance in the effective management of preschool education. At the same time, in the new constitutional and legal conditions, the first leaders and teachers of preschool educational organizations should focus on the development of preschool education and its effective functioning.

It is important for the director of a preschool educational institution to have special knowledge and skills in the field of personnel management, to be well versed in management strategies, to be able to plan, organize, and control management. At the same time, it is necessary for the director of a preschool educational institution to master the functional aspects of personnel management, to achieve productivity, to approach work responsibly, to be able to direct the pedagogical team towards the goal, to have the necessary knowledge, skills, and qualifications to improve the use of new innovative technologies in educational management.

The director of a preschool educational institution, along with pedagogical knowledge, must know the functions of management and the means of influencing management methods on pedagogical staff in the management process.



The rational use of organizational, economic, socio-psychological methods of management in a preschool educational institution increases the activity of employees.

The preschool education system is regulated by a number of regulatory and legal documents. It is important for today's modern leader to know the legal aspects of the laws adopted in our country in order to further improve the activities of preschool educational organizations, to have the skills and qualifications to use regulatory and legal documents in the effective organization of the educational process.

The state policy in the field of developing preschool education is reflected in the newly adopted regulatory and legal documents. Regulatory and legal documents are official documents adopted in accordance with the Law of the Republic of Uzbekistan "On Regulatory and Legal Documents", the Constitution of the Republic of Uzbekistan, the laws of the Republic of Uzbekistan, decisions of the chambers of the Oliy Majlis of the Republic of Uzbekistan, decrees, decisions and orders of the President of the Republic of Uzbekistan, decisions of the Cabinet of Ministers of the Republic of Uzbekistan, orders and decisions of ministries, state committees, and decisions of local state authorities.

It is important for the director of a preschool educational organization to be familiar with the newly adopted regulatory and legal documents and to effectively use them in managerial activities.

Today, large-scale reforms are being consistently implemented in our country, aimed at improving the national education system based on modern requirements, educating the younger generation as physically healthy, spiritually mature, deeply educated and broad-minded individuals. In this process, among all links of education, the role of the pre-school education system in particular is incomparable. After all, the foundation of our children's upbringing is formed precisely in preschool age.

Effective management of the preschool education system, improving its quality and ensuring its stable operation in a competitive environment directly depends on the managerial skills, knowledge and qualifications of the leaders of this system. Directors who are able to work in accordance with the requirements of the time, who are well versed in management strategies, and who can apply innovative approaches are a decisive factor in the development of preschool educational institutions.

Today, heads of preschool educational organizations must have extensive knowledge not only in organizing the educational process, but also in managing the pedagogical team, strategic planning, and effective management using organizational and socio-psychological methods. In this process, the educational standards and state requirements play an important role in improving the management skills of directors.

Educational standards are the main regulatory document that determines the content, form and quality of education, which ensures that the educational process is conducted on the basis of a unified and integrated approach. State standards and State requirements for preschool education form a systematic approach that is appropriate to the developmental stages of preschool children, focused on their interests and needs. These standards serve as a criterion for activity, a quality indicator and a result-oriented management tool for leaders and educators.



Also, the establishment of managerial activities based on educational standards requires the development of the following skills of the director:

Planning and strategic management: developing and implementing an institution's development plan based on state requirements.

Control and analysis: constantly monitoring the quality of the educational process, assessing compliance with standards.

Introducing innovations: achieving efficiency through the implementation of best practices.

Managing the pedagogical team: ensuring motivation, responsibility, a creative approach, and professional growth.

In this regard, the Law of the Republic of Uzbekistan "On preschool education and training", the state standard of preschool education and training approved by the Cabinet of Ministers' decision №802, as well as other regulatory legal documents constitute the main legal basis for the management of preschool education. Each director must thoroughly master the content and essence of these documents and be able to effectively use them in practical activities.

Another important aspect is the establishment of collaborative management in the management process. In this process, it is possible to increase the social and institutional potential of the organization through close cooperation with the pedagogical council, supervisory board and public organizations. This, in turn, has a direct impact on the quality of preschool education.

At the same time, today, special attention is paid to improving the professional potential of managerial personnel, and the introduction of management courses and advanced training programs is a practical manifestation of reforms in this area. Specially developed educational modules, training courses organized on the basis of state standards serve to develop management competencies of managers, to apply modern management approaches in practice, to correctly interpret educational standards and to effectively manage a team.

Through these courses, principals improve their knowledge and skills in management processes such as strategic thinking, planning, organizational coordination, monitoring and evaluation, and acquire new approaches aimed at ensuring the quality of education. As a result, the management potential of the heads of pre-school educational institutions is increasing, and a solid foundation for stability and development is being created in the educational system.

In conclusion, educational standards serve as the main guideline in improving the managerial skills of the head of a preschool educational organization. The advanced training courses implemented in this direction are improving the professional potential of leaders and helping to bring the education system to a new level. Only leaders armed with modern knowledge, managerial skills and modern approaches can ensure the successful implementation of reforms in preschool education.

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