

PRINCIPLES OF TRAINING OF MANAGEMENT PERSONNEL FOR PRESCHOOL ORGANIZATIONS

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Abstract. *this article covers the issues of systematic development of scientific and methodical knowledge of future leadership personnel in the process of higher pedagogical education, arming students with the most modern knowledge, implementation of pedagogical process aimed at teaching them the secrets of the art of management.*

Keywords: *vocational-pedagogical preparation, scientific-methodical preparation, ideological-political, spiritual-moral maturity, intellektual, moral, aesthetic, physical development.*

When it is called professional-pedagogical training of the heads of pre-school educational organizations, its scientific-theoretical, psychological-pedagogical, scientific-methodical preparation, ideological-political and moral-moral maturity is understood.

Professional and pedagogical training of the head of the educational organization has certain components, which complement each other and develop regularly in the process of higher pedagogical education. The knowledge, skills, qualifications and professional competences acquired by the head of OPE in the higher education organization are improved in its practical pedagogical activities. Therefore, the provision of vocational and pedagogical training of the future leader is of particular importance in the process of Higher Education.

In the process of socio-economic, spiritual and educational changes carried out in the Republic of Uzbekistan, the relations of the developing market economy, the development of Science, Technology, Technology and the rapid exchange of information, the scientific and methodological arming of future leaders working in the management of pre-school educational organizations is of particular importance today.

Taking into account the social order put before preschool in the process of higher pedagogical education, the systematic development of scientific and methodological knowledge of the future senior staff is ensured by the organization of their independent knowledge acquisition. In the process of higher pedagogical education, a pedagogical process is carried out, aimed at arming students with the most modern knowledge, teaching them the secrets of management art.

Resolution of the President of the Republic of Uzbekistan Sh.M.Mirziyoyev dated December 29, 2016 №PQ-2707 “On measures to further improve the system of preschool education in 2017-

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2021” and on preschool education Based on the state requirements, it is planned to raise the organization and management of the educational process in educational institutions to a new level of quality.

Determination of the objectives of the educational process in pre-school educational organizations is determined by certain internal and external conditions. Of particular importance is the socio-pedagogical environment in the organization of preschool education, as well as the state requirements and methodological complexes that determine the real educational process. These are external requirements, and the fact that the pre-school education organization is consistent with its clear and available capabilities serves as the normative basis for the definition of the functions of the educational organization. However, they do not fully clarify the objectives of the educational process in the organization of preschool education.

The main purpose of modern preschool education is manifested in:

- further improvement of the system of preschool education, strengthening its material and technical base;
- expansion of the network of pre-school educational organizations;
- provision of pre-school educational organizations with qualified pedagogical personnel;
- creating conditions for comprehensive, moral, aesthetic and physical development of children, taking into account advanced foreign experience;
- to improve the quality of preschool education, radically improve the quality of children's preparation for school in preschool organizations, introduction of modern educational programs and technologies widely used in world practice to the educational process.

To do this, it is necessary to train pedagogical and managerial personnel for pre-school educational organizations, taking into account modern pedagogical technologies and methods, and to achieve regular increase of their professional knowledge.

The analysis of the educational process, aimed at training pedagogical staff for pre-school educational organizations, indicates that in this process, students are not sufficiently informed about the knowledge and concepts necessary for the activities of the organization of preschool education. Knowledge of pre-school education pedagogy was interrupted by its practice. This has a negative impact on the effectiveness of preschool education. Particular attention should be paid to the training of highly qualified teachers and management personnel to ensure the quality and effectiveness of preschool education.

Today, the government of the Republic of Uzbekistan and the Ministry of preschool education are implementing many measures aimed at reforming preschool education organizations on the basis of the requirements of the new period, improving the preparation of children for school. Improvement of educational processes in preschool education organizations, reconstruction of buildings of preschool education organizations, creation of favorable conditions for comprehensive development of children occupy a priority place in the state policy. The same thing is that it is not possible to effectively organize school education without raising the level of preschool education to a new quality level. This opinion finds its confirmation both theoretically and practically. Without a serious reform

of preschool education, it is impossible to improve school education, to form a person of a new quality.

- Formation of a number of qualities in the process of higher pedagogical education is required in order to formulate leadership activities in the pedagogues of the organization of preschool education. Including:

- Respect for teammates, educators and their parents;
- All types of pre-school education: the importance of the activities of state and non-governmental organizations of preschool education, and to realize the main purpose of the organization and management of each of them;
 - to know the different aspects of government and non-governmental preschool organizations, their management;
 - mastering techniques to encourage creativity and initiative;
 - mastering the experience of creating opportunities for colleagues to be proud of the results of their activities;
 - ability to listen to the opinions of teammates, to react to them, to have the ability to take a critical approach;
 - to have the ability to confidently look at people around them, observe them, analyze their behavior and evaluate the object;
 - master the methods of observing the behavior of teammates, correctly diagnosing, correcting and eliminating errors on the basis of explanation;
 - support the initiative;
- ability to behave in a team;
- appreciating the work activities of teammates;
- strict adherence to the agenda;
- to be in a tolerant attitude to criticism;
- to be in harmony with the leaders of the higher self-organization and to create experience of such an attitude in their team-mates;
- to have skills to fight laziness, uncensored;
- being flexible, considerate;
- manage your emotions;
- to put a goal in front of the team and encourage it to mobilize;
- ability to properly distribute tasks among employees;
- admit your own mistakes;
- avoid anger;
- good knowledge of pre-school education requirements and its legal and regulatory framework;
- determination;

- Organization of the management of the activities of the organization in connection with the situation vs.

In summary, the human factor, the right of powers taqsimlash, the prestige and knowledge of the leader, the development of the organization of preschool education, the creation of the opportunity for employees to work peacefully without haste, to be able to carry out systematic activities, the proper organization of internal control and monitoring of preschool education, the use of convenient means of stimulation will allow

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