

***THEORETICAL AND METHODOLOGICAL BASIS OF TRAINING OF
MANAGEMENT PERSONNEL IN THE PROCESS OF HIGHER PEDAGOGICAL
EDUCATION***

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Abstract: *This article covers the tasks set before the process of management personnel training in the reforms carried out in the process of higher pedagogical education, reforms aimed at raising the life of society to a new level of quality, the requirements set for the sphere of management of preschool education.*

Key words: *management personnel, pedagogical processes, interpersonal communication, professional competence, modern approaches, quality of Education.*

Introduction

In order to ensure the implementation of the “national program of Personnel Training” in the Republic of Uzbekistan, in the reforms carried out in the process of higher pedagogical education, management personnel training process is also put forward Special Tasks. Reforms aimed at elevating the life of the society to a new level of quality are also setting several requirements in the field of preschool education management.

Qualitative improvement of preschool education requires critical analysis and updating taking into account the requirements imposed on it, as well as enrichment of the system of organization and management of pedagogical processes in these educational institutions in terms of content. Because, the conditions created in pre-school educational organizations today, modern changes are following the need for leaders who can take advantage of all opportunities, are in demand in relation to themselves and their work, are able to establish cooperation between the preschool and parents, are masters of their own right, know the secrets of their sphere in every way, are self-developing and

Among the requirements for the qualitative improvement of preschool education are: preparation of future educators for individual communication in pedagogical processes, introduction into Subject-subject relations; competence diagnostics; arming preschool education with knowledge on the application of modern technologies of management to practice; development of their professional competence; the creation of conditions for the adoption of modern approaches to the

management of the quality of preschool education and ensuring the assimilation of methods of regular improvement of preschool educational institutions can be included in such.

In this way, it will not only provide problems in the direction of improving the quality and effectiveness of preschool education, but also enable future teachers to master innovative methods.

Reforms in the field of preschool education require the improvement of the management of this process, that is, to abandon the traditional methods of this process, to master the educational management experience based on democratic principles, corresponding to the requirements of socio-professional development. It sets out the tasks of not only management problems, but also the organization of the activities of the subjects of the preschool education process and the identification of the consequences of improving the quality management of education on the basis of their coordination, coordination and implementation on the basis of compensatory approaches.

The science of pedagogical management studies the processes of carrying out tasks towards the organization and management of a particular activity. It also provides knowledge about the need to carry out management functions in different pedagogical situations due to the existing conditions, what factors can influence the successful implementation of certain functional tasks. Students should initially be provided with information on theoretical and methodological basis of management.

It is also important to convey to the minds of students historical information about the fact that initially management practice was established, then theoretical approaches to management were put forward. Accurate information, knowledge and experience about management have been put forward by our ancestors. Our ancestors in this area were those who had a great experience. An example of this can be cited "Timur regiments". In this game, valuable ideas about the peculiarities of management are described. Such valuable ideas were also put forward by Abu Nasr Forabi, Alisher Navoi, Zahiriddin Muhammad Baburlar. With the effective use of valuable ideas of our ancestors in management pedagogy, the future educators have a special importance in the integration of knowledge on the fair management of preschool education processes, ensuring the quality and effectiveness of this process. Because our ancestors perfectly mastered the art of managing any team, and in this area, too, left a worthy inheritance to the next generations. It is desirable to use the same inheritance effectively in the system of higher pedagogical education.

The fundamental changes in education are due to the transition to a new paradigm of governance. A number of definitions have been given to management in the existing literature.

A group of scientists, including E.A.Klimov, V.S.Lazarev, V.A.Lektorsky, N.V.Nemovas interpreted management in the way that one system "affects" the other, the second person or group of people. Supporters of this direction believe that management is a process consisting in the change of the object as a result of the directed influence on the Max, the influence of the subject on the object.

M.Sharifxujaev, Yo.Abdullaev lost in Test match In the textbook “Management” of abdullaevs, the meaning of the word management is presented in the manner of activity. Also, the management of specialists is a process of selection, decision-making and control over its implementation.

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.

President of the Republic of Uzbekistan of Sh.M. Mirziyoyev № PQ-2707 “On measures for further improvement of the pre-school education system in 2017-2021” of December 29, 2016, as well as the organization and management of the educational process in educational institutions due to the state requirements for pre-school education is envisaged to raise to a new level of quality.

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.

Accordingly, taking into account modern pedagogical technologies and methods, it is necessary to prepare pedagogical and managerial personnel for preschool organizations and achieve a regular increase in their professional knowledge.

The analysis of the educational process aimed at training pedagogical staff for pre-school educational organizations shows that in this process, students are not sufficiently informed about the knowledge and concepts necessary for the activities of the preschool educational organization. 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.

It is important that knowledge is provided, skills are generated, pedagogical and managerial conditions are created for the implementation of a single and differentiated approach to the selection of educational programs, through the use of effective and appropriate methods to the vital needs of the educators. The advantages of this technology are as follows:

- there are favorable pedagogical conditions for educators to help educators, support children with special needs;
- the pace of education and development of educators increases;
- children's interest in education, needs, inclinations.

It is necessary to manage the organization of preschool education on a scientific and methodological basis, to provide pedagogical support, encouragement of educators and educators, to ensure the participation of educators, educators, family and non-governmental organizations of the educational institution. This, in turn, is an expression from the implementation of the basic principles of public policy in the field of preschool education to the establishment of a system of preschool education in harmony with state and public administration.

The main essence of the new approach to the organization of the preschool education process is to abandon the processes based on the old approach, which does not give the results envisaged in traditional education, and to change it:

- Organization of preschool education process on the basis of advanced pedagogical technologies;
- preparation of children for independent cognitive activity;
- it is necessary to carry out educational and educational processes on the basis of modern requirements for pre-school education.

The emergence of new pedagogical relations in relation to preschool education requires a comprehensive development of educators, a differentiated and individualized approach to them. In the organization of pre-school education process on the basis of these principles:

- to take into account the interests of educators and their level of development separately;
- to identify and develop the positive qualities and abilities of each educator, to identify their interests, needs, abilities, personal qualities, mental characteristics;
- selection of assignments according to the needs, interests, abilities and abilities of each educator;

- it is necessary to take into account the personal characteristics of the educators in the process of preschool education.

As an important aspect of the organization of the process of preschool education on a scientific and methodological basis, it is necessary to formulate professional qualifications that will allow future educators to work in the process of modernized preschool education to improve their professional knowledge, skills, qualifications and skills.

Conclusion

Taking into account the main directions, principles, requirements of scientific and methodological management of pre-school educational organizations, the methodological basis of the use of pedagogical and information technologies in the educational process in order to determine the laws and principles of training the employees of the future preschool organization, in order to increase the effectiveness of their training, the components, levels, indicators of ensuring, it is envisaged to achieve the training of highly qualified, competitive, creative and socially active, spiritually rich, ideologically and politically mature pedagogical personnel that meet the requirements of the period by improving the content, tools, forms, methods of modernization on a scientific basis and developing pedagogical practice of the employees of the future preschool education organization. To do this, it is required to modernize the content of training of employees of the future preschool organizations.

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