



Improving the Management of the Education System Based on Modern Management Approaches

Eshmatova Khafiza Kholmatovna

Senior lecturer of the Department of “Pedagogy and Psychology” of the MTTDMQTMOI

Abstract: The education system is a fundamental and necessary element of the socio-economic development of society, requiring constant change and improvement. In the conditions of rapid technological progress and globalization, it is necessary to apply modern approaches to management to increase the efficiency of educational processes. The purpose of this article is also to consider the possibilities of improving the management of the education system using new concepts and technologies of management. And also, this article analyzes the main trends in educational management and gives recommendations for the implementation of innovative methods and strategies to improve the quality of educational services.

Keywords: education system, management, innovation, efficiency, strategic management, trends.



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The modern education system is faced with a number of problems associated with the need to adapt to the rapidly changing requirements of the world society, technological innovations and new social demands. Management of the education system requires the introduction of new approaches and methods that are consistent with modern management principles, such as strategic planning, innovative technologies and the organization of collective work. Management of the education system at all levels requires the introduction of modern management methods, including strategic planning, the use of innovative technologies and approaches, as well as a competency-based approach to the organization of educational processes. This involves not only increasing the efficiency of the educational process, but also ensuring harmonious cooperation between state bodies, various educational organizations, as well as teachers and students.

As in any system, the role of management is important in the field of education. As we consider the theoretical aspects of managing the education system, we will first consider educational management.

Management in education is the process of planning, organizing, motivating and controlling all aspects of educational activities in order to achieve the maximum quality and efficiency of educational services. In contrast to the traditional administrative approach, which is focused on compliance with requirements and rules, modern management is focused on results, innovation and sustainable development. The main task is not limited to managing the educational process alone, but to creating conditions for self-improvement of the educational environment and increasing the professional level of all participants in the educational process.

Another theoretical aspect of educational management is strategic management, which is currently being embodied as the basis for the development of education. Strategic management plays a key role in ensuring the long-term sustainability of educational organizations and the entire education system. Strategic planning in education includes determining key goals, analyzing the external and internal environment, developing programs and projects, as well as monitoring and evaluating their implementation. In a rapidly changing world and an increasingly competitive educational environment, it is important for educational organizations to not only follow current trends, but also to develop strategic initiatives that will allow them to anticipate future changes and prepare future leaders for the challenges they may face in the future.

For example, the development of distance and online education has become a strategic goal for many educational organizations, in particular, the creation of a special electronic platform "Continuous Professional Education" for remote professional development of school teachers and electronic platforms for preschool educational organizations is proof of this. In the long term, this system can become the basis for optimizing educational processes and expanding access to quality education for all segments of the population.

Theoretical aspects of managing the education system Competency-based approach to educational management is a system of organizing education aimed at developing not only knowledge in students, but also skills, abilities and personal qualities necessary for effective professional activity and a successful life in society. This approach requires a review of educational programs, teaching methods and assessment of educational outcomes. It is important that educational organizations focus on the development of key competencies such as critical thinking, problem solving, teamwork and communication skills. A competency-based approach requires leaders of educational organizations not only to manage the educational process, but also to organize the professional growth of teachers, providing them with relevant knowledge and teaching methods.

Among the innovations of the present day, modern trends in the management of educational organizations - digitization covers all spheres of human activity, including education. In recent years, there has been a rapid pace of introduction of technologies such as electronic learning platforms, digital laboratories, the use of artificial intelligence, big data and analytical technologies into the educational process. Digitization allows not only to improve the quality of education, but also to significantly increase the efficiency of managing educational organizations. The introduction of digital technologies for educational organizations involves not only equipping classrooms with modern digital tools, but also creating comprehensive platforms for managing the educational process, recording learning outcomes, and analyzing the work of teachers and students. This requires managers to acquire new knowledge and skills in the field of digital technologies and digital transformation.

Change management in educational organizations also **includes** the development and implementation of strategies aimed at effectively managing change processes in educational organizations. In the context of rapid technological progress and social changes, educational organizations must be ready to constantly adapt to new requirements. This includes updating educational programs, introducing new technologies into the educational process, as well as changing the organizational structure and work formats. For successful implementation of changes in educational organizations, there must be qualified managers who know how to manage changes, motivate employees to new achievements, and also create a favorable environment for the perception of changes by all participants in the educational process.

Leadership development in educational organizations - leadership in educational organizations plays a key role in effective management. In the context of constant changes in society and education, the role of a leader is not only strategic management, but also the ability to inspire the team, set goals, motivate employees and students, and maintain an innovative environment in the organization. Leadership in education also includes the ability to establish relationships between different levels of management, coordinate the actions of different departments, and ensure the participation of all stakeholders in the management process.

Practical recommendations for the education system in improving management efficiency:

- The implementation of a quality management system in the education sector is an important tool for improving the efficiency of educational organizations. The use of models for implementing a quality management system allows for the implementation of quality control and assessment mechanisms at all levels of the educational process. This includes not only an internal assessment system, but also external accreditation of educational programs and organizations, which helps to increase confidence in the education system.
- Improving the skills of education management staff. Modern requirements for managers in the education sector place high demands on their professional skills, knowledge and skills in the field of management and educational technologies. Therefore, it is necessary to constantly train and improve the skills of leaders of educational organizations. It is important to develop their skills in strategic planning, project management and the use of digital technologies in management.
- Development of cooperation with educational management organizations In the context of **globalization** and a market economy, educational organizations need to actively develop cooperation with business entities, government agencies, scientific and cultural organizations. Cooperation with external organizations allows for the introduction of innovative educational technologies, the organization of internships for future leaders, and assistance in the implementation of strategic projects and initiatives.

In conclusion, it can be said that improving the management of the education system based on modern management approaches requires a comprehensive approach, namely, strategic planning, the widespread introduction of innovative technologies into the education system, and improving the leadership and skills of management personnel. Modern problems require educational institutions to be flexible, ready for change, and constantly improve the quality of educational services. The implementation of these approaches will increase the efficiency of educational organizations and create a stable and flexible education system that can quickly respond to the demands of the times.

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In the management of preschool educational organizations, the creation of a leader formed on the basis of psychological approaches in the formation of a team of people who complement each other's skills, united by a common goal, tasks, approach to work and responsibility, based on state standards, in organizing educational and upbringing processes is of primary importance.

The most important thing a team leader should remember is that each team member should have the mindset that they are "working with the best people" and be proud to be a part of this group. The fact that team members have this mindset will ensure a high level of leadership team morale, and of course they will work harder and achieve even better results.

From this we can see that the success of the team is precisely the personality of the leader. Years are spent on shaping a person as an experienced leader, but we cannot always use them effectively. The higher the position of a leader who is worthy of his career path, the more benefits he can bring, and vice versa, if he is unworthy of his position, the greater the harm he can cause.

The higher the position of a leader who is worthy of his career path, the more benefits he can bring, and conversely, the greater the harm he can cause if he is unworthy of his position.

Psychologically, this approach can also be justified, as they are trying to ensure loyalty to the leader through familiarity or kinship.

But if expertise, experience, and moral qualities are lacking, loyalty alone will not bring anything to the team.

In the process approach to management, the life of an organization is viewed as complex and dynamic, and management is understood as a continuous process of performing interrelated functions. Such functions include: planning, organizing, assigning tasks (administrative management), motivating, leading, coordinating, controlling, researching, communicating, evaluating, making decisions, selecting personnel, negotiating, and delegating authority.

According to Heller's Law, "The first myth of management science is that it exists."

Several of our thinkers who created their own schools of thought throughout history have specifically focused on management science.

In particular, Beruni, with his humanistic ideas, was able to contribute to the development of the teachings of management and leadership psychology. He advocated mutual understanding among people, equality, and justice in management, ideas that are always valuable.

One of the great scholars of the 11th century, Yusuf Khos Khojib, in his work "Kutadgu bilig", that is, "Knowledge leading to happiness", puts forward the idea that the ruler, that is, the king, should be with the people and be just. His teachings and advice are aimed at leaders, and only when the ruler is surrounded by people who are naturally good-natured and have high morals, can he do the right things, issue the right decrees, and only then will the country be prosperous and flourish. According to Yusuf Khos Khojib: "No matter how high a person reaches, he must still remain humble."

The great commander and ruler Amir Temur, speaking about the means of governing the state, writes: "Four things must be followed in the affairs of the kingdom:

(1)counsel; (2)consultation; (3)firm resolve, enterprise, vigilance; (4)prudence.

In his opinion: "One enterprising, courageous, and ambitious person, determined, enterprising, and alert is better than thousands of indolent, indifferent people."

In addition, the Amir Timur regulations state that when selecting middle-level leaders and using them effectively in government management, it is necessary not only to test them, but also to take into account the individual psychological characteristics of the leader, his personal orientation, beliefs, needs, motives, etc., and to use methods to encourage, promote or punish these leaders.

It is clear that the ideas about the principles of state governance and leadership 650-700 years ago were extremely progressive, because these principles are consistent even with the character of modern democratic states governed by the rule of law.

The final result of the reforms being implemented in our country today largely depends on leaders and their professional skills in the field of management. In this regard, the opinion of our state that, first of all, "it is necessary to pay special attention to the formation of the ability of leading personnel and civil servants to work with civil society institutions and people" is of great importance.

Such abilities and skills can be developed only through special educational activities. In this regard, today the development of scientific research in the field of management, training of managerial personnel is an extremely important issue, awaiting its results. Activities aimed at specific results in this area pose urgent tasks to the science of pedagogy and psychology. For example, when appointing managerial personnel to positions in various areas of management, the need to select worthy candidates and fairly assess their managerial potential and abilities has always been an urgent issue. The development of identified abilities and personal potential, as another important pedagogical and psychological activity, is no less important than the previous one.

In developing the professional and personal qualities of modern leaders, it is necessary to integrate the individual's traits and qualities, his experience, existing knowledge and skills, and abilities. The ultimate goal is to form a leader with a holistic, integrated, and coordinated internal system.

There are horizontal and vertical aspects in management. For example, horizontal is based on psychological knowledge, while vertical is based on legal documents. Management is directly related to social logic and, first of all, means managing a person and managing his activities through a person.

Our psychologists offer several recommendations for effective management:

- ✓ don't rush to announce a new experiment, test it thoroughly first;
- ✓ Do what others don't dare to do. In many cases, what seems difficult to you is not so difficult and scary;
- ✓ be a master of your craft, authority (respect) will come by itself;
- ✓ be demanding, but don't give up;
- ✓ create full working conditions for each employee;
- ✓ know everything about your employees;
- ✓ only someone who has been burned can burn;

Thus, our main goals are to develop the leader's ability to correctly set goals, plan, make decisions, organize and implement, control, and expand his ideas about communication and the world around him; to create the necessary conditions for educational activities in children; to cultivate respect for labor, the ability to communicate with peers and older people.

The main problem of modern management is the lack of trust in managing other people, the lack of one-on-one communication, the inability to manage interpersonal conflict, the inability to manage difficult people, the inability to listen, the inability to motivate others, the inability to share the other person's perspective, and the inability to value diversity.

According to Jane's Law, "The ability to change the state of affairs is an important quality of a leader. And changing it before anyone else is the mark of a creative approach person."

Burn, but don't burn out, create, but don't overdo it!

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- be a master of your own business, authority (respect) will come by itself; -be demanding, but do not give up; -create full conditions for each employee to work; -create full conditions for each employee to work; -know everything about your employees; -only the one who has burned himself can burn;

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