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**PEDAGOGICAL TECHNOLOGIES BASED ON EFFECTIVE  
ORGANIZATION AND MANAGEMENT OF EDUCATIONAL PROCESS**

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**Abstract:**

In order to provide quality education to the young generation, educators in kindergartens and teachers in schools need to work tirelessly on themselves. For this, the manager of the educational organization is required to establish proper management. The innovative activity of the school director consists of organizing the activity of the educational institution in accordance with the changes in the external environment, planning and forming the regular development of the educational institution based on coordination, and includes three main components: creative, analytical and research. The innovative management system of the head of the educational institution is considered creative according to its particular characteristics. In this article, the author tried to show that the improvement of management, its development and the use of various non-traditional technologies in management serve as the basis of quality education.

**Keywords:** Quality education, innovation, component, creative, analysis, researcher. It is important that the director of a modern school regularly develops management activities by introducing innovations into the educational process. Organization of the activities of the educational organization in accordance with the changes in the external environment consists of predetermining, planning and forming the regular development of the educational institution on the basis of coordination, and includes three main components: creative, analytical and research. The innovative management activity of the head of the educational institution is creative according to its characteristics.

School management involves coordinating the activities of educational participants and creating the necessary conditions, as well as evaluating results and making decisions, regularly analyzing and evaluating the content of technologies and teaching methods used in management. The next component of innovative management is analytical activity, in which it is important for a modern school director to be able to analyze non-standard issues that need to be fulfilled, to support creative approaches in team work, to encourage and develop innovative ideas, to update management technologies based on situational approach and performed analysis. Organization of innovative activities in school is to change interactions and relationships between the subjects of the educational process, to update the behavior and working methods of leaders and pedagogical staff. This activity is related to the reorganization of the technical, technological and methodological support of the modern school, as well as changing the psychological environment in the team. When studying the development process of a

modern school, it is necessary to take into account the position of the director as a person. Management skills are inextricably linked with the leader's psychological characteristics, emotional-volitional qualities, creative thinking, and intellectual ability. These are the integrative characteristics of a person, which determine the speed, quality and effectiveness of psychological and practical actions, which are considered a complex system. As a rule, they are formed in the process of learning and gaining personal experience based on concepts.

Summarizing the above points, the professionally important qualities of a modern school director can be divided into the following indicators:

- recognition of human uniqueness and unrepeatability and creativity;
- systematic thinking;
- principleship in leadership;
- motivation of research and analytical activities, inclination to news;
- to react correctly to situations that are being determined in advance;
- the stability of the positive characteristics of the social and psychological environment in the team;
- creation of necessary conditions to accelerate the psychological adaptation of teachers to innovative processes in a modern school;
- formation of needs in the team regarding learning of best practices, improvement of pedagogical skills, independent education and self-development;
- fairness in material and moral incentives of team members.

The field of education is one of the only branches of society, where the director simultaneously manages a complex layer consisting of four components - children, parents, pedagogical team and technical staff. This is a complex form of management. When we begin to deal with the upbringing of children, we feel the need for pedagogy whether we like it or not. Therefore, in order to manage children, the principal must first be a skilled pedagogue who has his own example. The director himself is a teacher, he needs to know and feel what the teacher's work is in order to strengthen the activity of teachers in his team, improve the professional qualifications of pedagogues, and create conditions for them to show their creative potential. He has to be a good teacher to organize the education of the teachers and the children. Only after that, it is necessary to be an unparalleled organizer, a modern leader with legal and economic knowledge. Previously, the director was not very interested in the economy and did not worry about financial issues, but in the current situation, the financial provision forces the director to become a manager whether he wants it or not. Therefore, it is very important for the director to be familiar with management science and psychology. Along with knowledge of pedagogy, psychology, it is necessary to be aware of various methodological guidelines related to young people.

From the collected experiences, it can be said that teaching experience and qualifications help the principal to strengthen the relationship with pedagogues and students. Being a manager of a team of children means being able to educate them. For this, it is necessary to work on creating conditions aimed at developing students'

capabilities. Today, it is impossible to make effective changes in the field of education without making constructive management decisions appropriate to the nature, demand and level of each educational institution. That's why the modern school director is the main figure that renews the field. Its potential determines the country's educational destiny and perspective by implementing the main ideas of educational modernization. The modern demand for education, in itself, has also changed the principal's attitude towards school management. Education has become a global social institution with a wide range of activities, courses, and programs to choose from. To know all the changes in this process, and to share the tasks together, the school director needs to be a teacher. Especially the management of school economy and financial issues is a serious problem. From this point of view, the main task of a modern director should be to know the educational process and its management well, to be able to see the future and to think accordingly.

Nowadays, it is necessary for the director of a modern school to know the new technologies, which are a vital necessity, and to have the skills to use them in practice. Only when the director understands the convenience and advantages of modern technologies through his personal experience, he can change the attitude towards the application and mastering of these technologies in the team, and try to improve the conditions. As an educational manager, the school director effectively manages personnel, directs their activities based on clearly defined goals and objectives, makes decisions, and monitors and analyzes their implementation. From this point of view, pedagogical management is a set of principles that include methods, organizational forms, and technological actions aimed at the effectiveness of educational and educational processes.

The modern principal must be able to clarify the nature of education that is necessary today and will become even more important tomorrow, and to know the main task of eliminating problems on the way to its implementation. This implies that a lot can be achieved through professional management of the school principal. Thus, today's school management shows the need for modern new types of leaders, so to speak, educational managers. In the rapidly changing era, education management is not limited only to academic skills, but requires the rapid mastery of the movement and direction of all changes, the legal and regulatory requirements of the legal framework that governs education.

Therefore, the leader must follow the following:

- knowledge of democratic and humane principles of management and the ability to follow them;
- to know and apply in practice the indicators used to evaluate the leader's culture;
- familiarization with the practice of assessing spiritual and cultural qualities;
- observance of duties, requirements and tasks of the director of the general education school in organizing the activities of the head of the general education school system;
- understanding that management culture is one of the main factors in creating a friendly learning environment in the team.

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**Correct organization of management planning, organization, and control is the first factor to increase the quality and effectiveness of education.**

As a tried and tested way for employees to complete the work specified in the plan in a complete, high-quality and efficient way, it is appropriate to perform the following actions:

- all executives and executive employees should actively participate in the creation of the plan;
- all clauses of the plan must be understandable for executive and executive employees;
- the deadlines specified in the plan must be clearly expressed, and all executive employees must achieve the specified result at the end of this period or before it and announce it in the established order;
- the type of punishment for the result not achieved within the specified period must be determined in advance and it must be perceived and recognized by the performers;
- it is necessary to pay attention to the work done and the result achieved, to record it in some way, to convey to the performers that such information is being collected (every performer should know that he is not appreciated for a predetermined result);
- every executive should be aware of the possibility of being awarded for an achievement, i.e. for an unspecified, recognized (large financial, social and political) result;
- the plan should reveal not only the tasks of higher organizations, but also the possibility of effective use of existing resources;
- it is expedient to consider the planning as a serious scientific activity with the participation of all employees.

The plan is a document in the form of a list of actions necessary to control the movement towards the final result - the goal, following the results that are achieved little by little in certain periods. The process of creating and making changes to this document is called planning.

To sum up, a leader's integrity, firm character, and a number of qualities besides his national image naturally prepares a solid foundation for gaining reputation, creates opportunities for the next stages of the position, and realizes future plans. It is also important to increase the quality and efficiency of education in the public education system, to provide high-quality education to students, and to use pedagogical technologies based on the effective organization and management of the educational process.

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