



Analysis of Professional and Personal Activities of the Head of a Preschool Educational Institution.

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ABSTRACT

This article reflects on the analysis of the effectiveness of the presence and further development of special qualities, characteristics, competencies in professional activities with a practical orientation from the individual.

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In professional activities, the individual is required to have special qualities, characteristics, competencies with a practical orientation and further development. For example, in the analysis of the effectiveness of the head of a preschool educational institution, it is necessary not to limit children's knowledge, individual psychic processes (thinking, memory, attention, etc.) and qualities of a separate personality (honesty, hard work, etc.), but to rely on modern concepts of childhood, to strive for indicators that define the Educator of a preschool; it is necessary not only to achieve programmatic requirements, but also to activate the possibilities of the personality of the child, educator, taking into account their individuality; to take into account not only the existing level of development achieved by a large person and child, but also the sphere of close development.

For the leader, it is necessary to know that the effectiveness of the priority indicator in the work of the educator is considered positive changes in the upbringing of a preschool educational institution, an advance in the development of the individual. At the same time, the role of procedural indicators – the means of influence and the environment that promote the achievement of certain results-is greater. Achieving the effectiveness of their own labor and pedagogical labor, knowing how to assess it, characterizes the professional competence of the head of the preschool educational institution. The ratio of the concepts used is given in **Table 1**.

Effectiveness of work of the pedagogue of a preschool educational institution. Table 1.

Productivity in the work of an educator	Efficiency	Optimality
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The presence of qualitative changes in the personal development of children and pe-dagog itself (positive, progressive and negative, regressive), achieving the tasks set	The suitability of the results obtained for the tasks set (in which, in terms of content, the concept of "success" is considered close), the achievement of planned positive results. Pedagogical efficiency is the level of implementation of imposed or possible educational goals (for example, the child's transition from ignorance to erudition)	To achieve the best results in the minimum consumption of time and effort of participants in existing conditions. For comparison, we cite three concepts of the term "optimal": the best in terms of certain criteria, the best for certain conditions, the best of several options
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When analyzing the effectiveness of pedagogical Labor, the leader can be based on the following descriptions:

- 1) the state of the motivational sphere and the personal participation of the educator in his work;
- 2) the acquisition of modern technologies of the organization and psychological intensification of their labor, including the reduction of time loss and unnecessary effort of children and adults;
- 3) the presence of Humane interaction in labor;
- 4) productivity of the mental development of preschool educational institutions;
- 5) achieving a high level in labor (skill) and finding new forms of its implementation (heuristics of pedagogical thinking, creativity);
- 6) openness to further professional development (ability to receive professional education).

The effectiveness of managerial management activities is ensured by a high level of development of reflexive orientation of assessment activities. Relying on this rule, the pedagogically formulated process of self-organization of leaders and educators is the only way to solve the main problems of preschool education in modern conditions. The dynamic system of self-organization of personal life and professional activities characterizes the management process, which is considered a connecting link in the chain "organization of conditions – process – result". In the activities of the leader, the ability to analyze is considered significant. Reflection, forecasting and heuristics of thinking, willingness to reconsider their point of view, in our opinion, can serve as the basis of pedagogical analysis in the process of assessment activities of the head of a preschool educational institution.

The analysis of modern pedagogical theory did not define a single accepted approach to defining the concepts of "control, evaluation, verification".

We are scientists A.K. Markova, P.M. Chumicheva, T.I. Taking the shamovas ' view that evaluation can be viewed as part of control, a process in which the outcome is calculated, we associate it with the humanitarian orientation towards self-knowledge of one's own actions.

The activities of the head of the preschool educational institution include the organization of the work of pedagogical, medical, educational-auxiliary teams and a complex set of analytical and diagnostic and financial-economic activities. It is necessary to take into account the norms and regulations of the legislation of the head of the preschool educational institution, government decisions and a large number of instructive and methodological letters and model regulations adopted by the Ministry of public education. Licensing, certification and accreditation of a preschool educational institution is a prerequisite for the functioning of a voluntary preschool educational institution. It is the head of the preschool educational institution who plays the main role in this, he is obliged to competently understand the existing regulatory and legal acts related to this area.

The relevance of this information, it is the proposed educational program that often becomes a decisive factor for the child's parents to choose a preschool educational institution, in which parents who have the opportunity to pay for additional educational services, more optionally place the child in a preschool

educational institution. They are destined to look for the most effective and deepened educational program for their children. The choice of the educational program is the reason for the prestige or vice versa of the educational institution, which naturally leads to the stability or instability of the financial situation of the preschool educational institution.

The wide educational needs of modern preschool children lead to the need to constantly improve the qualifications of the personnel of the preschool educational institution. The compliance of a particular employee with the existing professional standards established by the educational management bodies is determined in the process of attestation of the head and pedagogical staff of a preschool educational institution, and this is an integral part of the work of the head of the institution. The careful study and detailed consideration of the existing regulatory and legal acts in this area is a prerequisite for the literate performance of its professional activities.

Timely and legally literate conduct of professional attestation not only promotes an increase in the qualifications of educators, but also ensures social protection in the conditions of market relations through the stratification of Labor remuneration. Timely and legally literate conduct of professional attestation not only promotes an increase in the qualifications of educators, but also ensures social protection in the conditions of market relations through the stratification of Labor remuneration. In the conditions of limited financing of a preschool educational institution, the leader of a preschool educational institution's understanding of the existing legislative framework allows successful leaders to look for ways to additionally reward employees, and leads to the preservation of the pedagogical team, a decrease in the flow of personnel, and, consequently, the work stability of the educational institution as well.

The head of the preschool educational institution occupies a certain part of the working time by maintaining documents, including personnel documents. The legally literate drawing up of the documents necessary in the process of managing the MTM will save the leader from overwork, help him not to have problems in the process of numerous inspections of the activities of the educational institution he leads.

When thinking about the professional activities of the head of a preschool educational institution, it is necessary to consider the structure, essence and features of this activity. In the modern theory of management, there are no single approaches to the analysis of the structure of the activities of the leader. Three directions in the scientific analysis of the composition of the leader's activities kuzatiladi.ni under the conditions of limited financing, the head of the preschool educational institution's understanding of the existing legislative framework allows successful leaders to look for ways to additionally reward employees, and leads to the preservation of the pedagogical team, a decrease in the flow of personnel, and, consequently, the stability of work of the educational institution as well.

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When thinking about the professional activities of the head of a preschool educational institution, it is necessary to consider the structure, essence and features of this activity. In the modern theory of management, there are no single approaches to the analysis of the structure of the activities of the leader. In the scientific analysis of the composition of the leader's activities, three directions are observed.

If management activities lead the pedagogical process to integrity, purposefulness, systemativeness, variability and alternation, then this is an indicator of the management culture of the leader. Its content, on the other hand, can only be revealed through the dialectic of the relationship between the pedagogical system and the management model.

The integrity of the pedagogical system is ensured by: the concept of a preschool educational institution, the development program, the totality of goals unifying the complex educational program of a preschool educational institution; the development of the leader's annual work plan and calendar-themed plans of educators and specialists; with individual pedagogical technologies used in the pedagogical process: methods, methods, forms of organization; with the knowledge and consideration of the pedagogical process

and the special and pedagogical laws expressed in the development of the child and his professional personality.

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