

INNOVATIVE MANAGEMENT IN A MODERN PRESCHOOL EDUCATIONAL ORGANIZATION

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Annotation

This article presents the principles, rules and modern management of innovative management in preschool educational organizations of the Republic of Uzbekistan. The managerial competencies of directors of preschool education organizations and the requirements for them are also revealed.

Key words: preschool education, innovation, managerial competence, innovative management.

ИННОВАЦИОННЫЙ МЕНЕДЖМЕНТ В СОВРЕМЕННОМ ДОШКОЛЬНОЙ ОБРАЗОВАТЕЛЬНОЙ ОРГАНИЗАЦИИ

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Аннотация

В данной статье представлены принципы, правила и современное управление инновационным менеджментом в дошкольных образовательных организациях Республики Узбекистан. Также раскрыты управленческие компетенции директоров организаций дошкольного образования и требования, предъявляемые к ним.

Ключевые слова: дошкольное образование, инновации, управленческая компетентность, инновационный менеджмент.

To successfully implement the process of modernization of the entire education system, Russia needs specialists who are proficient in modern methods of managing teaching staff, research and development, and who are able to work effectively in the innovation market. Introducing innovation is a difficult and painful process for any organization. But without innovation it is impossible to function and develop in modern society, which is characterized by competition among organizations, institutions, and firms.

Modern processes are quite complex and inevitable innovation. They take place in any area of management (improving planning, structure and functions of management bodies, personnel management systems, etc.).

Innovation management is a set of principles, methods and forms of management of innovation processes, innovation activities, organizational structures and their personnel engaged in these activities. Like any other area of management, it is characterized by the following: setting goals and choosing a strategy; planning, setting conditions and organizing, execution, management.

The organization of comprehensive support for the individual development of children in a preschool educational institution requires different approaches to the educational process, its planning and the development of software and methodological support for the activities of the kindergarten, and to the organization of the work of the labor protection service .

The changing demands of Russian society for the quality of preschool education should motivate preschool institutions to use modern educational comprehensive programs, technologies, and methods.

Innovative management in a modern preschool educational institution involves:

- development of plans and programs for innovation activities;
- monitoring the development of an innovative product and its implementation;
- consideration of projects to create new products;

- carrying out a unified innovation policy - coordinating the activities of all structural divisions;
- financial and material support for innovation processes;
- management of personnel implementing innovations;
- creation of task groups for comprehensive solutions to innovative problems.

Examples of innovation management in preschool educational institutions can be:

1. Development of software and methodological support for innovative processes: Preschool development program, business plan, educational program, annual plan.

2. Development and implementation of innovative collective and individual pedagogical projects.

3. Introduction of new forms of differentiation of special education: temporary speech therapy group, speech center .

4. Creation of a network of additional free educational and health services for preschool children: clubs, studios, sections, etc.

5. Expanding the range of educational services for children who do not attend preschool educational institutions: paid educational services, short-term groups for young children (adaptation, correctional and developmental), pre-school preparation group for older preschoolers.

6. Creation of an advisory center for parents (legal representatives) and children with disabilities brought up in a family environment to ensure the unity and continuity of family and public education, providing psychological and pedagogical assistance to parents (legal representatives), supporting the comprehensive development of the personality of children, not visiting preschool educational institutions.

7. Introduction of innovative approaches to the physical culture and health work of preschool educational institutions (health-improving and gaming, dynamic “hour”, “hour” of motor creativity).

8. Social technologies for harmonizing parent-child relationships.

9. Scientific and methodological products of innovative activity - publication of teaching aids and developments, posting materials from teachers on Internet sites; participation in virtual problem seminars, scientific and practical conferences, Internet communities, forums, teacher councils.

10. Work of creative and problem groups, holding master classes.

11. Informatization of the educational process: organizing the work of the preschool educational institution website, using the potential of media educational tools for presenting the products of design and research activities, compiling databases, working with Internet resources, developing diagnostic tools, etc.

12. Transition to financial independence of the institution, attraction of extra-budgetary funds, organization of paid educational services.

Thus, for effective and rational management of a modern preschool educational institution, an education manager - head, director, leader must master the basics of management, understand modern effective strategies and methods of managing a preschool educational institution, technologies for working with a team based on a positive constructive approach and the leadership functions of a manager.

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