

COOPERATIVE ACTIVITY OF THE DIRECTOR AND TEACHING STAFF IN ENSURING THE EFFICIENCY OF PRESCHOOL EDUCATIONAL ORGANIZATIONS

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Abstract: The article analyzes the reforms implemented in our country to further improve and develop the preschool education system, the importance of the work of directors and pedagogues of preschool education organizations in the effectiveness of preschool education organizations.

Key words: management, mechanism, personnel, leader, director, preschool education system, preschool education organization, teachers, pedagogue, students, potential, preparation for school, cooperation.

INTRODUCTION

Preschool education is the first stage of the system of continuing education in organizations; preschool education is the main link of the state public system, the most important social section of society. Preschool organizations play a leading role in the education and development of preschool children, their preparation for school and upbringing as a competent person.

Today, in order to introduce modern educational programs and technologies into the educational process, to radically increase their level of school readiness, on September 30, 2018, PQ-3955 “on measures to improve the management of the preschool education system”[1]the adoption of the decision of the president of the Republic of Uzbekistan determines the need for a new approach.

Preschool educational organizations are organized in order to meet the need for the care of children of the family and society, to competently educate and develop children in every possible way, taking into account the national and regional characteristics. MTTs have the right to independently, on their own initiative, to make any decision if they do not monetize legislation and pedagogical principles.

President of the Republic of Uzbekistan Sh Mirziyoyev said that “the criterion of activity of each leader is the main goal of the people and their consistent realization” – those who have attached a strong sense of responsibility and responsibility to the person of the leader[2].

Abu Nasr Farabi's Shahri of the phosil people made valuable remarks that the steward should have fourteen qualities.[3]

Joseph Khos Khojib, one of the major nomoans of the 11th century, believes: “no matter how high a person reaches, he must remain humble anyway”[4].

Preschool educational organizations are responsible for the quality of educational and educational work, the right to children and fathers to comply with the interests of society and

the state. The organization's team solves issues related to the activities of the society in accordance with the principle of self-government on the basis of volatility.

RESULTS AND DISCUSSION

The director is an organizer, head of preschool educational organizations, a qualified educator, his activities are aimed at a full-fledged solution to the tasks of educating preschool children as perfect people. It provides the necessary conditions for the compliance of educational, pedagogical and hygienic requirements in children's organizations. In his community, workmanship creates a situation of purposeful cowardice.

In management psychology, the main focus when analyzing the activities of a chief is on what qualities he has taken to this level, which methods of management he uses more, to what extent his ability, degree of influence, competence focus on a number of issues such as [5]. They are given overall leadership.

In his work, the director follows the decision, laws adopted by the state and the Ministry of preschool and school education, and carries out creative work on himself. High awareness and political maturity, principledness, self-and under-the-arm suitability, are the main requirements for the director of the preschool organization. Proper interaction in the team controls the compliance of each employee with Labor and production discipline. The leadership position forces the director to constantly consciously improve his ideological, spiritual-educational, political-legal level and specialist skills, to thoroughly master pedagogical knowledge, the theory and practice of educating children, to know the tasks facing preschool education at the present stage, to use his knowledge in his activities. He must thoroughly know and follow the program, methodological, instructive regulatory documents. He must know in depth the essence of the pedagogical process, take measures to immediately eliminate the deficiency. The director of preschool organizations is appointed by the preschool and school education management departments from persons with higher education and no less than 5 years of work experience. The work on the selection, placement, education of personnel in preschool educational organizations is carried out with the active participation of the Labor team, the board of the preschool organization. The leaders of the preschool organization take care that the personnel regularly grow their professional skills, general educational skills and cultural level, taking into account the qualifications of employees and ensuring that they are moved from place to place in an orderly and timely manner, depending on the interests of the preschool organization.

Ma'mura Abdumominovna Ismanova [6] in her scientific research, the director forms a personnel Reserve in preschool educational organizations and constantly works with them. The director expressed the opinion that he will lead the entire activities of the preschool organization, the improvement, greening of the organization.

Responsible for the correct distribution of expenses on the estimate at the MTT, the correct Organization of the organization's food supply procedure, filling the MTT with children in the plan, the implementation of the educational program, is the head of summer wellness work, knowledge of pedagogical and service personnel, attitude towards work, their professional development work. The director creates the right agenda and conditions in the

preschool Organization for the preservation, protection of children's lives. Monitors the implementation of sanitary and hygienic rules, conducts fire-fighting activities. Grieves vitamin-rich food for the winter. Employees of the organization provide a monthly salary at the right time. Closely monitors the proceedings. Encourages active employees. Is the head of the current and overhaul at the MTT. The head of the farm, the warehouse manager, the launderer, the gardener, The Carpenter, the janitor, the guard, the electrician, the plumber, conducts one-on-one conversations with the driver. They have strict control over their affairs.

F. Abdiyeva [7] in her research, issues of the development of management culture in the director of the preschool educational organization, the absorption of modern approaches to the integrated content of the preschool education system, the development of management competencies in the process of professional development of specialists, the strengthening of continuous cooperation between preschool educational organizations and regional and foreign preschool educational In the preschool education system, it was important that the quality of education is a description of the professional development of educators and employees, corresponding to the requirements of economic development at the modern stage, closely related to the quality of education and the essence of upbringing that we give to younger generations today, is of particular relevance.

The reforms carried out in this regard in our country have great spiritual qualities, embody human qualities, set the stage for functioning as a mature frame.

Researcher H.N. Supkhonovna [8] on the other hand, recommended the development of competencies of leaders and pedagogical personnel operating in preschool educational organizations on the practical implementation of the variative approach, the development of special methodological manuals and recommendations for the effective implementation of variative-approach educational programs in preschool educational organizations, and the widespread use of modern information communication technologies and multimedia Tools.

The table below shows the organizational and pedagogical processes of the director of the [9] preschool educational organization:

t/r	Pedagogical processes carried out in the MTT	Content	Maesul
1	Holding and guiding holiday precepts	Collective observation and analysis of events and pedagogical processes	Director, stylist, educator, music and dance leaders
2	Organization and leadership of open events	Guided tours and sightseeing	Director, stylist, educator, assistant educator, nurse
3	Participation of educators and children in competitions on the basis of an assignment by the Department of preschool and school education	Educator of the Year, celebration of art, holding sports holidays	Director, stylist, music leader, physical education instructor, educator

4	Monitoring and analysis of educational plan-based work in each group	Study and analysis of the work documents of the educator	Director, stylist, senior educators
5	Once in each block to organize a general parent Assembly	some problems, shortcomings, problems with the upbringing of children are solved by parents	Director, stylist, nurse, Parent Committee Chairman, educator

The Director issues an order, instructs, within the framework of the right of preschool organizations. These orders and instructions are mandatory for all employees of the preschool organization. Educator-Methodist, Senior Medical nurse, farm manager's instructions, which he gave within the framework of his rights, are mandatory for all employees. The personal composition of the preschool organization consists of: an administrative group (headmistress, educator-Methodist, head of the farm, senior nurse), employees of pedagogy, medical services networks. The administration of the preschool educational organization attaches material resources relevant to each structural unit.

A.A. Abdullayev [10] notes that the main form of implementation of the competence of the Labor team is the General Assembly of preschool educational organizations.

The general meeting of the preschool educational organization, on the basis of the regulation on preschool educational organizations, considers and accepts each of its charters (called the charter) and determines the need to establish a council of preschool educational organizations.

Elects the composition of the council and its chairman, discusses the annual and perspective plans ya approves, hears the administration report on its implementation, determines ways to improve the effectiveness of pedagogical and service labor, discusses the collective agreement and submits it to the trade union committee.

The rights and obligations of the post of cadres of preschool educational organizations, their management powers and duties are determined by the legislation of the Republic of Uzbekistan, relevant regulatory documents, the Charter of the educational organization.

CONCLUSION

The heads of preschool educational organizations take care of the regular cultivation of professional skills, general educational skills, cultural level of personnel, taking into account the qualifications of employees and ensuring that they are transplanted to another place in an orderly and timely manner, depending on the interests of the preschool organization.

For these purposes, the administration ensures the legal and economic harmonization of mental pedagogical training, creates conditions for improving the skills of employees directly in the preschool educational organization, develops the coaching movement, provides information about the achievements of pedagogical and other disciplines in the country and abroad.

The administration, together with public organizations, provides optimal conditions for the transfer of employees of preschool educational institutions from attestation, provides them with the necessary methodological assistance in time. In the preschool educational organization, a reserve of personnel is formed and work is carried out with them. In order to increase the effectiveness of educational work, by the decision of the general meeting, the implementation of new pedagogical technologies in the preschool educational organization is carried out.

All these processes are the most important tasks in ensuring the effectiveness of preschool organizations.

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