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## **PROFESSIONAL COMPETENCE OF LEADERS AND TEACHERS OF EDUCATIONAL INSTITUTIONS AND MODERN REQUIREMENTS**

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Along with socio-economic development, a large-scale work is being carried out in our country to modernize education.

The widespread adoption of advanced pedagogical technologies, the introduction of a differentiated approach to education in accordance with the abilities and capabilities of students and the creation of advanced pedagogical technologies, modern teaching materials, didactic support of the educational process are the basis for improving the education management system. This, in turn, entrusts the leadership and teaching staff of the system of continuing education (UTT) with the global achievements of education, science, engineering and technology, the direction of scientific organization and design of the pedagogical process, as well as a positive solution to non-traditional problems in management. loads various new tasks on delivery.

UTT leaders and teaching staff know and rely on various modern management methods to organize and manage the pedagogical process in the educational institution on a scientific basis and to create a favorable educational environment in the community, to identify the direction of development ideas, to study best practices and scientific and technical achievements, it is necessary to be able to implement them in their activities, to organize innovative activities in the management process.

According to the research, in the process of organizing and managing the activities of the educational institution, managers and teachers must perform the following tasks, which are of special importance: decision making; selection of specialists and distribution of tasks according to the content and essence of tasks; organization of the educational process on a scientific basis, the organization of training and retraining of teachers; provision of material and technical and modern scientific and methodological products; ensuring a continuous link between the educational institution and society; ensuring the use of advanced pedagogical practices and modern information technologies; Organization of practical application of DTS requirements and its monitoring; collection and analysis of information on the basis of questionnaires and interviews between teachers and students to determine the development trends and dynamics of the educational institution; revise, update the tasks set for the development and improvement of the educational institution, the selection and placement of personnel on the basis of state requirements for positions; organization of innovative activities based on the formation and stimulation of teachers' interest in the results of innovative activities; monitoring the implementation of decisions and orders[5].

In practice, most managers believe that the effectiveness of management depends largely on how long the manager has held the position, that is, the experience he or she has gained in the management process. Research shows that the effectiveness of management in the organization and improvement of the educational institution depends mainly on the level of knowledge, skills and abilities of managers in the field of management, as well as their personal characteristics, professional training and personal qualities.

Based on this opinion, the following requirements for the personality of the leader and his personal characteristics, as well as professional training and personal qualities can be cited in the literature.

Unless there is an honest, religious, knowledgeable and experienced leader in all spheres, our work will not be successful without the prestige of our independent country, courage and zeal for its interests[1].

A leader should be able to behave in any situation, to be proactive, to lead the team out of any situation, to keep pace with development, to live with the pain of many, to work in cooperation, solidarity, solidarity, to have professional and methodological skills, to work with words to be one, to be able to set a goal clearly and ensure its fulfillment, to be conscientious and fair, to be sincere, calm, tolerant, to be creative, constructive and creative, to be demanding and kind, to value time, to be a polite person[2].

We can say that these literal ideas reflect the naturally existing requirements for the knowledge, skills and abilities, abilities and qualities, dedication and personal qualities of leaders.

The requirements for the position pay special attention to the in-depth knowledge of managers and teachers, first of all, the state policy, regulations in the field of education, the rules of scientific organization of the educational process and the ability to apply them in their work.

At the same time, the specifics of the education system and the main directions of development of this system, as well as the organization of work on a scientific basis and its legal basis, the organization and coordination of the activities of teachers and students, management and its specific features. , the need to have a number of concepts, such as basic concepts and principles.

According to UI Inoyatov, the criteria for assessing the level of knowledge, skills and abilities of managers of educational institutions as a separate indicator of assessment are:

1. Qualification - knowledge of the director in the field of pedagogy, organization of the educational process, knowledge of pedagogical and psychological characteristics, specialties and social norms and requirements of the participants and employees of the educational process, as well as the qualification of the future specialist and the theory of educational institution management. have an understanding of the basics.

2. Professionalism - is the formation of a team, coordination of its activities, showing ways to solve existing problems and issues in the implementation of the tasks facing the team, based on the existing unique pedagogical requirements, studying the capabilities of teachers and students; creation of public organizations and their involvement in the management of the institution; organization of joint activities of teachers and students on the basis of coordination of relations, coordination of their actions, maintenance of discipline and coherence, taking into account the need for criticism and self-criticism; setting goals and objectives of management activities; socio-psychological skills and competencies in the development of criteria for evaluating the activities of the team and the work of teachers.

3. Performance is an indicator of students' mastery based on state educational standards [3].

Based on the above information, it can be said that UTT leaders and educators are based on innovative approaches to team management, have professional personal qualities, self-control in voluntary situations, as well as taking into account the prevailing educational relationship in the educational institution. should be based on existing legal and regulatory criteria in solving various issues and problems, which reflect the competence of the leader in the field of management.

Competence in management UTT reflects the spiritual outlook, psychological-pedagogical and organizational-technological potential of the leadership and teaching staff , ie the potential of its professional capabilities. This potential can be determined by the status and effectiveness of the management process, taking into account the specifics of the management process of UTT leaders and teachers .

According to VP Toporovsky, competence in management is determined by the level of management knowledge of the leader, his individual abilities and skills, tendency to self-development and continuous independent learning, as well as the ability to manage an educational institution in accordance with modern requirements[4].

AK Makarov defines the basis of professional training of a manager as competence, distinguishing its two directions, ie professional and personal competence in a particular field. The first is maturity in the acquisition of professional knowledge, skills and abilities, and the second is the achievement of a number of necessary universal qualities.

The research focuses on management competence as one of the personal components of UTT leaders and teachers, and the introduction of a systematic approach to the management of a leading educational institution in the field of management competence; the essence and significance of management functions, tools, methods and methods of their implementation; leadership techniques and their judicious use; the basics of community interaction; basics of work with normative documents and regulations of the educational institution; basics of education management; use of information technologies and means of communication; issues of organization of educational process; state educational standards and criteria for their implementation in practice; monitoring the activities of the educational institution; methods of data collection and use; knowledge of the basics of personnel management, office work and accounting and have the necessary understanding of these areas[2].

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