

The Importance of Innovative Management in the Development of the Educational System

Shonazar Gaybullaev

Bukhara State University, Head of the Department of Part-Time and Distance Learning

Abstract: In order to develop the educational system, it is necessary to further improve the innovative management system. Innovative management is the most urgent need of the present time. It highlights the uniqueness of innovative management in the development of specific, natural, and social fields of various sciences. The article also discusses the importance of enhancing the working capacity of each educator. Several advantages of the innovative management system are presented and explained in detail.

Keywords: Innovative education, pedagogical activity, creative schools, socio-psychological environment, digital technology, innovative management, Rudolf Steiner, component.



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Introduction

The Republic of Uzbekistan has achieved tremendous progress and development in many fields over the years of independence. First and foremost, for the development of any industry, the spheres of education and science must flourish. That is why so much attention is paid to education today. If we examine the experience of the most developed countries in the world, the primary reason for their progress is the priority given to the education sector. In response to the demands of the time, a number of changes and updates have been made in the education system. A vivid example of this is the introduction of an innovative educational system.

The decree of Sh. Mirziyoyev dated May 26, 2023 No. UP -79 "On measures for the effective organization of the activities of the Ministry of Preschool and School Education and organizations in its system" stated the need for further improvement of the education system. Therefore, it is necessary to radically change and develop the education management system.

Improving the system of "innovative management" and expanding its functions in the management of local schools is an urgent need. First, let's take a closer look at this term:

Lexically, the concept of "innovation" in translation from English means "novelty". In essence, the concept of "innovation" is an activity aimed at changing the internal structure of a certain system.

The main manifestations of innovation are:

- ✓ new ideas;

- ✓ specific goals aimed at changing the system or direction of activity;
- ✓ non-standard approaches;
- ✓ unusual initiatives;
- ✓ advanced working methods.

In this management system, it is necessary to ensure that classes in schools are conducted based on new approaches rather than being limited to traditional classes. This not only helps students understand science but also apply it in life.

Educational innovations are forms, methods and technologies that are used to solve an existing problem in the field of education or the learning process based on a new approach and can guarantee a more effective result than before.

Methodology

Educational innovation is also known as "innovative education". The term "innovative education" was first used in 1979 by the Club of Rome.

The main directions and objects of innovative changes in pedagogy are: 1. Development of concepts and strategies for the development of education and educational institutions; 2. Updating the content of education, changing and developing new technologies for teaching and upbringing; 3. Improving the management of educational institutions and the education system; 4. Training and advanced training of teachers; 5. Development of new models of the educational process; 6. Developing educational technologies that ensure the psychological and environmental safety of students, maintaining health and saving the energy of specialists; 7. Ensuring the success of teaching and upbringing, monitoring the process of learning and development of students; 8. Development of new generation textbooks and teaching aids, etc. [1:14]

From the following requirements, it can be understood that the education system is based on the interdependence of disciplines, the creation of a clear system of understanding the subject and the improvement of life based on the knowledge gained.

The transformation of the education system in society has led to the development of innovative processes. The situation in schools and higher education institutions, where teaching is carried out using traditional methods, indicates the need to activate the passive education system. Previously, education was considered an indispensable direction, that is, the formation of knowledge, skills and abilities that ensure readiness for life, the ability to adapt a person in society. At present, education is focused on the creation of such technologies and methods that ensure a balance of social and personal needs and prepare an individual to implement changes in his personality and society by activating the mechanism of self-development.

With the opening of new schools in our country, it is necessary to organize and manage their educational process based on innovative pedagogical technologies. Creative schools, specialized and Presidential schools, private schools, preschool and primary education complexes, specialized classes for grades 2-4, specialized classes for grades 5-11, specialized boarding schools. These include academic lyceums with in-depth training according to the subject-block system, music, art and other educational institutions.

In the process of forming any innovative school, a new type of activity is added to the main pedagogical activity of teachers. Usually, this type of activity takes one of two directions. The first direction is associated with project activities.

Such schools are called project-based. For them, innovation itself, that is, the process of meaningfully introducing something new into educational practice, is associated with the implementation of a certain project. Scientists, teachers, philosophers, due to certain

circumstances, take on project activities and develop an educational project, and then the school gradually goes through the stages of its implementation. For example, the Waldorf School was created in 1914, implementing a project developed by the philosopher Rudolf Steiner.

Another area of activity of teachers at innovative schools is related to research activities. For such schools, innovation is primarily associated with the implementation of a comprehensive research program within the school itself.

The ineffectiveness of solving development problems based on existing models of internal school management, as well as the lack of sufficient knowledge, skills and qualifications of internal management entities to perform the tasks assigned to them, make the traditional paradigm of school management completely ineffective.

By management of innovation processes in school we mean the totality of all our ideas about the essence, principles, functions, composition of management subjects and mechanisms for implementing the internal system of school development management. The proposed concept is also intended to provide an understanding of the phenomenon of school management development, and also serves to develop management actions that will allow effective influence on its innovation processes, taking into account the practical nature of our research. [2:155]

The approach we have chosen to the development of a general model for managing innovation processes leads to the loss of individual classification of a specific management system when adopting general concepts for managing development. In our opinion, the objective limitations of the management model we propose contribute to the simplification of the mechanisms of the concept for managing a school based on creative approaches. In addition, the recommendatory nature of many provisions of the concept allows school leaders to build their own management model on its basis, taking into account specific school conditions and various features.

Results and discussion

Management of innovation processes in schools is understood as “a part, a segment of actions of participants in innovation activities aimed at mastering innovations, management activities carried out in it developed on the basis of special plans, organization, management and control in order to achieve new educational qualities of students.”[3:130]

The school principal is the head of the school. Thus, the innovative activity of the school principal consists in forecasting, planning and forming the systemic development of the educational institution based on the organization and coordination of the activities of the educational institution in accordance with changes in the external environment and consists of three main areas , components: creative, include analytical and research. Innovative management activity of the head of the educational institution is creative in its characteristics. Because this activity requires a systematic study of existing processes, coupled with reflection and empathy, as well as the adoption and implementation of innovative solutions in the coordination of the pedagogical system. In the innovative management style of a modern school principal, creative activity is a motivational structure and determines the dynamics of the practical and cognitive process in the system.

Innovative activity is associated with scientific and creative thinking and must have the following characteristics, which the manager must take into account and develop: a tendency to analyze the interrelationship of phenomena and draw conclusions on it (synthesis), identifying the main thing from the secondary; secondarily, to be able to distinguish, understand the interrelationships of phenomena and their constituent elements, as well as the elements and integrative factors that make up the system.

The main components of the innovative activities of the school principal include the creation of a creative team, the creation of programs and manuals for organizing experimental work, analyzing

the results of activities and organizing research related to the development of evaluation criteria [4:13]. Analysis of literature and practical experience show that the research activities of the director of an educational institution are based on reflexive processes, that is, coordination of the activities of training participants and the creation of the necessary conditions, as well as the assessment of results and decision-making, and the technologies used in management include regular analysis and assessment of the content and methods of training. Analytical activity is the next component of innovative management, in which a modern school principal can analyze non-standard issues that need to be resolved, support creative approaches in teamwork, encourage and develop innovative ideas, a situational approach and, importantly, update management technology based on the analyses carried out. Organization of innovative activities at school consists in changing the interactions and relationships between the subjects of the educational process, in updating the behavior and methods of activity of managers and teaching staff, adding, changing something, a process of reorganization, renewal, creation is created. This activity is connected with the reorganization of technical, technological and methodological support of a modern school, as well as changes in the psychological environment in the team.

The qualities of professional significance of the director of a modern school can be summarized in the following indicators:

- ✓ recognition of the uniqueness and originality of his work;
- ✓ systems thinking;
- ✓ control principle;
- ✓ research and analytical activities, trends towards innovation;
- ✓ pre-determination and assessment of the situation;
- ✓ stability of positive characteristics of the socio-psychological environment in the team;
- ✓ creation of the necessary conditions for accelerating the psychological adaptation of teachers in a modern school;
- ✓ formation of needs in the community, improvement of teaching skills, independent learning and self-development;
- ✓ fairness in material and spiritual incentives for team members.

Conclusion

In all other respects, it promotes programs such as the ability to create a healthy competitive environment and always develop this environment. This is observed not only among students but also among teachers. There will be constant development in a place where there is competition. The innovative management system includes modern methods of developing educational institutions and effective management of their activities. The goal of innovative management in schools is to improve the quality of education, modernize pedagogical processes and ensure the competitiveness of the school.

1. When it is called the basic principles of innovation management, we can say the following:

Efforts towards novelty: the school aims to introduce new methods, technologies and pedagogical practices.

Ensuring cooperation between teachers, parents and students.

Use of a number of new technologies: widespread introduction of information and communication technologies in schools.

Ensuring creative activities of students: support creative, proactive and independent thinking at school.

2. Objectives of innovation management

Improving the quality and efficiency of the problem.

Professional development of teachers: organizing professional development programs, seminars and trainings for teachers.

Introduction of teaching methods: widespread promotion of online and hybrid educational forms.

Support students' development: expand their creative and intellectual potential.

3. Innovative management strategies

Pedagogical innovations: organization of new teaching methods, trainings and tests.

Technological innovations: Smart Class [Smart Class is a learning environment based on the use of technology in modern education and the educational process. Digital devices, Internet platforms, information and communication technologies and multimedia tools are widely used in smart classes in effective and interactive education.], Electronic platforms, online education methods.

Immigration and infrastructure: integration of news about school education and the educational process, creation of modern textbooks, laboratories, sports facilities.

4. Roles in innovation management

School Leadership: Developing and implementing innovative strategies under the leadership of the school principal.

Teachers: study of innovative methods and their implementation in the educational process.

Parents and community: support changes in the school.

5. International experience

In many developed countries (e.g. Finland, Singapore, Japan), attention is focused on strengthening the quality of innovation management and improving teachers' skills. In these experiments, the general use of digital educational platforms, individualization of educational content and new teaching methods play an important role.

If we provide information about smart classes, this education is the main options of Smart class:

1. Interactive lessons: There will be active and two-way communication between teachers and students. Screens, interactive boards and e-books can be used in the educational process.

2. Digital devices such as tablets, laptops and interactive screens play an important role in a smart classroom. They allow students to access information online, work with multimedia content and see educational materials more vividly and widely.

3. Online Educational Platforms for Preparation: Smart classes can be provided with people, videos, tests and multimedia teaching materials through electronic platforms and resources.

4. Multimedia and visual aids: can improve the quality of education through videos, animations, graphics and other visual materials. This helps to attract students' attention and engage them in an interactive process.

5. Collaboration and communication: Uzbekistan allows collaboration among students, encouraging collective functioning. For example, discussing problems through online forums, chats or virtual classes.

Advantages of Smart class:

Individualization of education: each student has the opportunity to study according to their level of development.

Productivity: Correct and fast organization of lessons using digital tools and Internet resources.

Advanced teaching methods: increasing students' interest through modern teaching methods.

Interactivity: ensuring active participation of students by making the learning process more lively through questions, answers and discussions.

All this helps to improve the quality of education and facilitate the management system.

In conclusion, we can say that at present, there is a need to improve the education system, which should be further improved by the system of the most developed countries in the world. For this, it is necessary to further transform the management system and introduce an updated method.

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