



# FAN, TA'LIM VA AMALIYOT INTEGRATSIYASI

**Dilshoda Raximova<sup>1</sup>**  
**Khoshim Khidirov<sup>2</sup>**

<sup>1</sup>Samarkand Regional Folk Retraining Training and Qualification Hanging Territorial Center.  
The candidate of philosophical sciences, associate professor of Socio-Economic Sciences.

<sup>2</sup>Teacher of Jizzakh Polytechnic Institute

## IN MANAGING THE EDUCATIONAL PROCESS MANAGEMENT RESPONSIBILITY

**Abstract:** The article discusses the specifics of leadership responsibilities in the management of the education system, the responsibility of the manager to work with teachers in different situations, knowledge, skills and abilities of the teacher, experience, professionalism, resourcefulness, entrepreneurship and creativity.

**Keywords:** Educational process, management, responsibility, leadership, experience, knowledge, student-student, demanding, honesty, integrity, kindness, courtesy, etc.

During the years of independence, a number of measures have been taken to improve the management of education, in particular, to improve the skills of secondary school principals. In the process of implementing reforms in the education system of the management practice of educational institutions, there is a growing need for leaders who are its main subjects, who can deeply reflect on the changes that are taking place.



Today, the state's attention to education not only creates the necessary conditions for all teachers to work on themselves, conduct research and organize the educational process at the level of modern requirements, on a scientific basis, but also allows young professionals to join the field of education. puts new tasks before the heads of educational institutions. It is known that man is always growing and evolving. Therefore, all leaders of the pedagogical community must correctly understand the scientific and theoretical nature of the factors influencing human development. (2.25-6)

Each teacher carries out his pedagogical activity under the influence of people in different contexts and communities. In today's conditions of the educational institution, the teacher's activity is judged by the formed educational environment in the pedagogical community, which is a group of people who have a strong influence on the development and formation of the individual in the implementation of useful and necessary goals for society. The community as a part of society embraces all its features. These include the philosophical, political, economic, moral and other aspects.

Leadership is an integral part of governance that focuses on targeting people and regulating their behavior. Thus, the concept of 'management' is a much broader concept than the concept of 'leadership'. The leader performs a number of functions in management: defines and forms the goals of scientific and pedagogical activity of the pedagogical team, plans this activity, determines the means and methods of motivation, monitors it, etc. (3.56-6)

The leader needs to consider two areas of interaction in management activities, the teacher's impact on the team and the team's impact on the teacher, and whether this interaction can be positive or negative.

The educational institution employs teachers with different worldviews and cultures, different personalities, different mentalities, and special abilities. This is also reflected in their attitude towards labor and functional function. Young teachers who are new to the educational institution will have a different idea of the activities of experienced teachers in the team, their attitude to their functional duties and the conditions there until they have fully studied. As the saying goes, "a young teacher does what he sees in the nest", the conditions of the young teacher in the educational institution, the requirements for the teacher in this educational institution and the level of knowledge, skills and abilities required to perform the tasks, staff potential and their attitude It is necessary to have a favorable educational environment in this educational institution in order to study, analyze and draw positive conclusions from the study of the relationship with students, but young teachers may become indifferent. (4.49-6)

Every young teacher has a certain professional creative potential, and he or she begins his or her pedagogical activity in the context of a specific work team. That is why managers need to have a different approach to each teacher, taking into account the individual qualities, professional abilities, attitude to work, have a well-structured plan for



working with teachers, properly analyze the relationship between young teachers and the team, and work regularly on this plan. This is also required by the principle of governance. Based on a number of studies, we recommend that managers consider the following when developing plans to work with young teachers:

- organization of meetings with graduates of higher education institutions;
- organization of seminars and meetings to accelerate the psychological adaptation to the conditions of the educational institution;
- to provide training loads in their specialties;
- attachment to teachers with advanced pedagogical experience in their areas;
- control their regular participation in scientific-practical conferences and training seminars;
- Establish regular contacts with teachers of higher education institutions and training institutes;
- Monitoring and separate analysis of lesson preparation and teaching methods;
- to provide the necessary technical means in the course of the lesson in order to organize their lessons on a scientific basis;
- control and encourage participation in scientific and methodical journals and newspapers with articles;
- regular participation in open classes;
- create conditions for self-study and exchange of experience with other educational institutions;
- Achieve regular participation in science Olympiads and various competitions;
- interest in research work, creation of necessary conditions for creative activity;
- to promote and encourage innovations in their disciplines.

The following factors should be considered in the organization of the process of professional development of teachers in educational institutions:

- the process of developing teachers' professional competence depends on the activity of teachers and independent learning activities;
- the importance of educational relationships that affect the development of the teacher's personality in the educational institution to varying degrees;
- the interdependence and interconnectedness of the components of the process of professional development of teachers;
- The importance and necessity of feedback in the process of developing the professional competence of teachers;
- the procedural side of the process of developing teachers' professional competence, ie the existence of direct and inverse processes;
- novelty and reliability of information in the process of developing professional competence of teachers. One of the factors that need to pay special attention to the organization of the process of professional development of teachers is to ensure the



activity of teachers and the organization of independent activities, the effectiveness of these processes depends on the organization of the reflexive learning environment as well as the process of interaction. (4.56-б)

Participates in conferences with his articles, enriches the library of the educational institution with new literature, organizes educational seminars on science and technology news, creates the necessary conditions for teachers to engage in scientific and creative activities, as well as the creation of a creative environment in the educational institution. will pave the way for the future. (8.68-b)

Personal qualities that provide the humanitarian factor in the educational process - personal qualities that determine the humanitarian factor in the educational process include: demanding, honesty, honesty, kindness, politeness. These qualities should determine the importance of the educator to the learners. Personal qualities affect teaching and parenting skills. The ability to objectively monitor and evaluate the knowledge of students is inextricably linked with the skills of teaching and educating psychologically and pedagogically. The educator must know the principles, methods and mechanisms of objective assessment of knowledge and skills of students, the development of standardized tests, the ability to effectively apply various forms of control over the mastery of students.

#### Literature.

1. Ўзбекистон Республикаси Конституцияси. –Т.: «Ўзбекистон», 2014 й.
2. Ш.М. Мирзиёев Танқидий таҳлил, қатъий тартиб-интизом ва шахсий жавобгарлик – ҳар бир раҳбар фаолиятининг кундалик қондаси бўлиши керак. Ш.М. Мирзиёев. – Тошкент : Ўзбекистон, 2017. – 104 б.
3. Ўзбекистон Республикаси Президентининг —Ўзбекистон Республикасини янада ривожлантиришнинг Ҳаракатлар стратегияси тўғрисида 07.02.2017 йилдаги ПФ-4947-сонли Фармони.
4. Ўзбекистон Республикаси Президентининг 2017 йил 15 мартдаги —Умумий ўрта таълим тўғрисидаги Низом 1 тўғрисидаги 140-сонли Қарори.
5. Ўзбекистон Республикаси Президентининг 2017 йил 30 сентябрдаги —Мақтабгача таълим тизими бошқарувини тубдан такомиллаштириш чора-тадбирлари тўғрисида ПФ-5198-сон фармони
6. Ibodullaevich, K. K., and Bakhromovna, T. D. (2020). CORRUPTION: CONCEPT, GENESIS, EVOLUTION AND SURVIVAL TRENDS. INTERNATIONAL JOURNAL OF DISCUSSION OF INNOVATION, INTEGRATION AND EDUCATION, 1 (5), 409-413.
7. Xidirov X. I., Kayumov A., Rashidova R. (2021). PHILOSOPHICAL PARADIGMS IN THE FIGHT AGAINST CORRUPTION. Scientific progress, 1 (4).



8. Khidirov, hoshim. (2021). THE ISSUE OF JUSTICE IN THE WORKS OF ABU NASR FOROBIY. Philology of Horizons journal, 2 (2). Taken from <https://hp.jspi.uz/index.php/hp/article/view/1031>
11. Abdurashidovich, T.M., and Botirovich, A.J. (2020). "MASS CULTURE" IN THE AGE OF GLOBALIZATION. INTERNATIONAL JOURNAL OF DISCUSSION OF INNOVATION, INTEGRATION AND EDUCATION, 1 (5), 343-346.
12. Ibodullaevich, K. K., and Bakhromovna, T. D. (2020). CORRUPTION: CONCEPT, GENESIS, EVOLUTION AND SURVIVAL TRENDS. INTERNATIONAL JOURNAL OF DISCUSSION OF INNOVATION, INTEGRATION AND EDUCATION, 1 (5), 409-413.
13. Abdurashidovich T.M., Botir U. (2020). YOUTH EDUCATION IS A KEY FACTOR OF THE COUNTRY'S WELL-BEING. INTERNATIONAL JOURNAL OF DISCUSSION OF INNOVATION, INTEGRATION AND EDUCATION, 1 (5), 338-342.
15. Botirovich A. J., Abdurashidovich T. M. (2021). Social development and a healthy lifestyle - as a topical issue in circulation. INTERNATIONAL JOURNAL OF DISCUSSION OF INNOVATION, INTEGRATION AND EDUCATION, 2 (2), 159-163.
20. Abdullaevna F.K., Abdurashidovich T.M. (2021). Supporting young people and strengthening the health of the population is a priority in circulation. INTERNATIONAL JOURNAL OF DISCUSSION OF INNOVATION, INTEGRATION AND EDUCATION, 2 (2), 147-152.
22. Tadjibaev M.A., Akhmedov J.T. (2021). SPIRITUAL AND MORAL YOUNG GLOBAL NETWORK INFLUENCE ON EDUCATION. Scientific progress, 1 (5).