

DEVELOPING THE MANAGEMENT CULTURE OF PRESCHOOL EDUCATION INSTITUTION DIRECTORS

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Abstract: This article analyzes the factors influencing the development of the management culture of preschool education institution leaders and examines the ways to improve it. It also explores the theoretical and practical foundations of effective management, advanced international experiences, and approaches adapted to the national education system. As a result, scientific and practical recommendations are developed for shaping the management culture of preschool institution leaders, highlighting the impact of this process on education quality and child development. This research contributes to increasing the quality and efficiency of the preschool education system.

Keywords: Preschool education, Management culture, Education quality, Leadership, Management, Leadership skills, Innovative approach, Pedagogical innovations, Communication, Experience exchange, Mentorship, Training and professional development, Information and communication technologies, Monitoring and evaluation, Teamwork, Development strategy, Employee motivation, Electronic management, Pedagogical process, Collaboration.

Introduction

The preschool education system is one of the essential components that determine the future of any society. Enhancing the effectiveness of this system, ensuring the quality of children's education and upbringing, and applying innovative approaches in practice largely depend on the management culture of its leaders.

The Essence and Importance of Management Culture

Management culture refers to a leader's ability to manage the organization effectively, communicate with staff, set goals and tasks, and apply advanced methods in their implementation. For preschool education institution directors, the following aspects of management culture are of critical importance:

- **Utilizing advanced management principles** – effectively using modern management technologies and introducing innovative approaches in the educational process.
- **Developing leadership qualities** – managing the team, motivating staff, and coordinating their activities harmoniously.

Communication and interpersonal culture – communicating effectively with educators, parents, and children; conducting constructive discussions.

- **Decision-making and problem-solving** – analyzing problems at both individual and organizational levels, developing optimal solutions, and implementing them.
- **Applying pedagogical innovations** – utilizing advanced pedagogical and psychological methods in the educational process.

Ways to Develop Management Culture

To shape the management culture of preschool institution directors, the following measures are considered effective:

1. **Development-oriented training and professional development courses** It is important to design and implement special programs for leaders in management, psychology, pedagogy, and communication. Leaders who strive for self-development can better adapt to changes in the education system.
 - Organize planned training and seminars for leaders
 - Teach modern pedagogical and management methods
 - Conduct practical sessions on using advanced technologies
2. **Establishing experience-sharing and mentorship systems**
Experienced leaders should be given opportunities to share their knowledge with younger specialists. This contributes not only to individual growth but also to the overall development of the preschool education system.
 - Develop regional and international experience exchange programs
 - Use mentorship programs where experienced leaders guide young professionals
3. **Implementing innovative management methods**
Today, the use of information and communication technologies to improve education quality is a pressing issue.
 - Automate management processes through digital technologies
 - Introduce electronic document management systems
 - Apply advanced programs to enhance educational quality
4. **Forming an effective team**
A leader should not only be an administrative manager but also a unifying figure for the team. Creating an environment of creativity and initiative among employees helps to improve the quality of education.
 - Develop a system to motivate employees
 - Promote teamwork-based activities
 - Establish trust-based relationships among staff
5. **Establishing a monitoring and evaluation system**
Continuously assessing and improving the effectiveness of the management process is vital. Therefore, a systematic monitoring system should be implemented.
 - Develop indicators to analyze organizational performance
 - Evaluate and improve staff performance

Implement a system for assessing education quality

Conclusion

Developing the management culture of preschool education institution directors not only improves their ability to manage organizations effectively but also contributes to enhancing the quality of education.

Through modern pedagogical approaches, advanced management methods, and effective communication, it is possible to achieve even greater results in this field. Therefore, leaders of preschool institutions must continuously improve themselves, remain open to learning, and be ready for changes. At the same time, state-level strategic programs aimed at developing management culture in the education system should be implemented.

Preschool leaders should not be limited to managing organizational operations but also effectively apply modern management principles, motivate staff, and organize the pedagogical process at a high level. This directly affects the quality of education and the holistic development of the future generation.

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