



The Importance Of Implementing Effective Management Mechanisms In Educational Organizations

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Abstract: This article analyzes the importance of implementing effective management mechanisms in general secondary schools. The main directions of effective management, such as strategic planning, development of material and technical base, working with teachers, cooperation with parents, and evaluating educational outcomes, are highlighted. Practical recommendations aimed at improving the effectiveness of schools are provided in the article.

Keywords: education quality, management mechanisms, general secondary education, strategic planning, teacher qualification, cooperation with parents, effectiveness.

Introduction. The education system is an important basis for the development of society. The importance of management mechanisms in ensuring the effectiveness of activities in general secondary education organizations is incomparable. Educational organizations can improve the quality of education through modern management mechanisms, including strategic planning, effective allocation of resources, and increasing the efficiency of the pedagogical team. This article analyzes the introduction of effective management mechanisms in educational organizations, their advantages, and the problems that arise in this process.

A person, his harmonious development in all aspects, the creation of conditions and effective mechanisms for realizing personal interests, and changing outdated thinking and patterns of social behavior are the main goals and driving forces of the reforms being implemented in the republic. The formation of an excellent system of personnel training based on the rich intellectual heritage of the people and universal values, as well as on the achievements of modern culture, economy, science and technology, is an important condition for the development of Uzbekistan.[1.6-b]

Improving the quality of education is a priority task. The acceleration of globalization is further intensifying the competitive environment in all areas of the world.[2.57-b]



The basis for improving the quality of education is the correct selection of the management process. An effective management process allows for the optimal use of all resources of the educational organization, taking into account the needs of teachers and students, and systematically managing all aspects of education. A correctly selected management process serves to improve the quality of education, effectively organize pedagogical activities, rationally distribute resources, and increase the level of student learning. This, in turn, creates the basis for the successful operation of an educational institution.

The basis of the management process - the scientific organization and improvement of the educational process, which is the main task of any educational institution, consists of systems of the managed object and the managing subject. This system consists of the relationships between teachers, pedagogical staff and students (object) and leaders, managerial staff (subject), that is, the interaction of team members. [3.28-b]

Effective management mechanisms are a system that ensures decision-making, resource management and cooperation between all participants (teachers, students and parents) in educational organizations. One of the main tasks of management is to set strategic goals. It is the process of determining long-term directions and goals for the future of an educational organization. This process helps to clearly define the main tasks of the organization, allocate the resources necessary for the development of its activities and measure the results. Setting the right strategic goals is very important to ensure the future success of the institution.

Strategic goals determine the development path of an educational organization. The leadership and team of an educational organization work together to achieve these goals, which leads to an increase in the quality of education. Based on the established goals, resources and funds are allocated clearly and rationally. Ways are found to effectively use the existing resources of the educational organization and attract the necessary new resources.

Strategic goals make management consistent and ready for change, become the basis for changing and improving the activities of the educational organization. Each step and activity is aimed at goals, which increases the transparency of management.

Setting goals allows you to evaluate educational results and management activities based on established criteria. This process helps to identify shortcomings and possible errors in the educational process.



Setting clear and measurable goals: The strategic goals of an educational organization should be clear, measurable and time-bound. For example:

- Increasing the academic achievements of students.
- Improving the pedagogical skills of teachers.
- Updating the infrastructure of the educational organization and introducing modern technologies.
- Strengthening cooperation with parents.

Each goal should be measurable, that is, it should clearly define what results should be achieved. For example, "Increasing the average scores of students in mathematics by 10%" or "Renovating the computer laboratory in the educational organization".

Determining strategic directions: The strategic directions and methods necessary to achieve the goals are developed. These directions may be as follows:

- Organizing special trainings and seminars to improve the skills of teachers.
- Introducing modern teaching materials and methods.
- Modernizing the infrastructure of the educational organization, integrating new technologies into the teaching process.

Resource allocation: The resources (financial, human, material) necessary to achieve strategic goals are allocated. At this stage, the resources of the educational organization are identified and allocated in accordance with the goals.

Implementation and monitoring: All planned activities are carried out to achieve the set goals. A monitoring system is introduced to assess the quality of the educational process and make changes.

Evaluation and review of results: The results of the educational organization's activities are regularly evaluated. This includes an analysis of the degree to which goals are achieved, the effective use of resources, and the functioning of the management system. If necessary, strategic goals are revised and necessary changes are made.

It is important to update the infrastructure in educational institutions and provide the necessary resources for the educational process. In this regard, the effective distribution of funds allocated by the state is of particular importance. It is important to update the infrastructure in educational institutions and provide the necessary resources for the educational process. Modern and convenient infrastructure serves the effective and high-quality implementation



of the educational process. This process includes the renovation of school buildings, the installation of modern educational technologies, the provision of educational equipment and resources. For example, updating computer classes, interactive educational tools, laboratories, libraries and other infrastructure components helps to improve the quality of education. Teachers are one of the most important components of the education system, and their qualifications and motivation directly affect the quality of education. Effective work with teachers not only contributes to their professional growth, but also serves to improve the overall quality of the educational process. The following areas are of particular importance in working with teachers:

Organizing various forms of teacher training programs. It is important to regularly improve the qualifications, pedagogical knowledge and skills of teachers. For this, advanced training courses, seminars, trainings and training programs should be organized for teachers. Advanced training programs provide teachers with information about new pedagogical methods, the use of modern educational technologies and innovations in educational methodology. At the same time, it is also important to provide teachers with skills to effectively manage their activities, implement motivation and assessment systems. Introducing modern methods and technologies into the educational process. The use of modern methods and technologies in the educational process makes students more interested and makes education more effective. It is necessary to familiarize teachers with new pedagogical technologies and innovative methodologies. For example, integrating technologies such as interactive learning tools, online platforms, virtual and augmented reality into the educational process helps teachers increase student interest and improve the quality of education. At the same time, it is also necessary to train teachers in new methods for identifying pedagogical errors and finding effective solutions to them.

Develop a motivation system. Teachers' motivation for activity increases their responsibility for their work and improves the quality of the educational process. The motivation system includes providing incentives and thanks to teachers for achieving successful results. It is necessary to appreciate their work, support their professional growth and encourage their openness to change, as well as introduce a system of recognizing achievements in the field of education. The motivation system also helps to individually motivate teachers, meet their needs for professional development. Working with teachers is an important aspect of



ensuring the effective functioning of the education system. Teachers can be encouraged to work more actively and effectively by improving the skills of teachers, introducing modern methods and technologies, and creating a motivation system. This, in turn, increases the quality of the educational process and has a positive impact on student achievement.

The effectiveness of an educational organization depends on strong communication with parents. They should be informed about the activities of the educational organization, as well as participate in the decision-making process.

Management effectiveness can be improved by conducting periodic monitoring of the quality of education, analyzing student results, and evaluating the activities of the educational organization.

Conclusion. The introduction of effective management mechanisms in educational organizations is an important way to improve the quality of education. In this process, leaders should pay special attention to strategic planning, effective resource management, and strengthening cooperation. Also, effective allocation of financial resources, the creation of additional programs for improving the skills of teachers, and the active involvement of parents in the educational process.

To improve the effectiveness of educational organizations, it is necessary to continue to develop and introduce innovative approaches and modern management mechanisms.

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