

## **MANAGEMENT INNOVATION PROJECT OF THE DIRECTOR OF A PRESCHOOL EDUCATIONAL ORGANIZATION**

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### **ANNOTATION**

*This article scientifically covers the concept of a management innovation project of a director of a preschool educational organization, its content, structural structure and importance in the effective management of an educational institution. Also, the pedagogical and managerial possibilities of improving management activities, increasing the quality of education and the competitiveness of the institution based on an innovative project are analyzed.*

**Keywords:** *preschool educational organization, director, management, innovative project, educational management, strategic development, innovative activities, management technologies.*

### **INTRODUCTION**

The reforms being implemented in the preschool education system require the organization of the activities of heads of educational institutions based on modern requirements. Today, the director of a preschool educational organization must act not only as a leader who implements administrative management, but also as a manager who determines the development strategy of the educational institution, manages innovative processes and directs the pedagogical team towards a common goal. In this regard, the management innovation project of the MTT director is an important management tool that serves to improve the activities of the institution, eliminate existing problems and identify new prospects for development.

The concept of an innovative project is interpreted in the scientific literature as a systematic activity aimed at creating innovations or improving existing activities, having a specific purpose, a specific deadline and resources. In the field of education, an innovative project means a purposeful activity aimed at modernizing pedagogical or managerial processes, introducing new technologies and improving the quality of education. The management innovation project developed by the director of the MTT is inextricably linked to the institution's development strategy and serves to increase efficiency by implementing new approaches to management activities.

The content of the management innovation project involves a thorough analysis of the current state of the institution, identification of development needs, setting promising goals and developing mechanisms for achieving them. Such a project is

not a random or short-term activity, but a scientifically based, planned and monitored management process. It comprehensively takes into account the internal capabilities of the institution, the potential of the pedagogical team, the level of cooperation with parents, the state of the material and technical base, and indicators of the quality of education.

The management innovation project of the director of the MTT is primarily aimed at creating an innovative environment in the educational institution. An innovative environment represents a set of conditions that allow teachers to promote new ideas and initiatives, carry out creative activities, and develop professionally. In an organization where such an environment exists, teachers are ready to accept innovations, effectively use modern methods and technologies in the educational process, and regularly improve their activities.

## **DISCUSSION AND RESULTS**

The successful implementation of innovative projects in a preschool educational organization is largely determined by the leadership potential of the director. In modern educational management, the leader is recognized not only as a person who controls or gives instructions, but also as a transformational leader who directs the team towards a common goal, inspires employees to develop and supports innovative initiatives. Transformational leadership forms a positive attitude towards innovations in the pedagogical team, stimulates creative initiatives and increases the innovative potential of the organization. Therefore, the management innovation project of the MTT director should include not only organizational changes, but also the development of the professional outlook and motivation of team members.

Any innovative project is associated with a certain level of risk, and its results are not fully guaranteed in advance. Therefore, in the activities of the director of the MTT, it is important to identify, assess and reduce potential risks and their negative impact. Risks may be associated with the unpreparedness of teachers for innovations, insufficient material and technical resources, problems in the use of information and communication technologies, or a decrease in the motivation of project participants. In such cases, careful planning by the leader, the development of alternative solutions and regular monitoring ensure the effectiveness of the innovative project.

The effectiveness of the management innovation project of the director of the MTT should be assessed using scientifically based criteria. In this regard, such indicators as the dynamics of the quality of education, changes in the professional competence of teachers, the level of parental satisfaction, the number of employees participating in innovative activities, the level of digitalization of management processes, and the social prestige of the organization are important. Regular analysis

of effectiveness allows for an objective assessment of the project results and the definition of further development strategies.

One of the important factors of innovative development is the formation of a healthy corporate culture in the organization. Corporate culture represents a system of cooperation, mutual respect, collective responsibility and common values among teachers. In the process of implementing innovative projects, the creation of an environment of open communication by the director, support for the initiatives of teachers and recognition of their successes increase the innovative activity of the team. As a result, a pedagogical environment is formed in the educational organization that is adaptable to changes, development-oriented and supportive of innovations.

One of the important aspects of the management innovation project is related to strategic planning. The strategic approach allows you to set long-term development goals for the institution and achieve them gradually. The innovative project developed by the director serves to create a model for the future development of the organization. In this process, priority areas such as the quality of education, the qualifications of teachers, the introduction of digital technologies, strengthening cooperation with parents, and improving the management system are taken into account. In modern conditions, the effectiveness of management innovation projects is largely associated with digital technologies. Digital management tools allow you to optimize document circulation, quickly process data, and improve monitoring and control mechanisms. Therefore, the use of information and communication technologies plays a special role in the innovative project of the director of the MTT. This serves to improve the quality of management decision-making, save time and resources, and ensure transparency of management.

The content of innovative management projects in the modern education system is expanding. In the future, it is expected that such areas as the use of artificial intelligence technologies, improving digital monitoring systems, making data-based management decisions, and managing individual development trajectories will become a priority in the activities of preschool educational organizations. In this regard, the director of the MTT, when developing innovative management projects, should take into account not only existing needs, but also future development trends of the education system. This will ensure the long-term competitiveness of the organization and bring the quality of education to a new level.

Scientific research shows that management activities organized on the basis of innovative projects increase the motivation of the pedagogical team, improve the quality of education and accelerate the pace of development of the organization. In

particular, innovative projects aimed at developing the professional competence of teachers, popularizing best practices and improving the internal control system are highly effective. Therefore, the director of the preschool educational institution should comprehensively take into account pedagogical, psychological, economic and managerial factors when developing a management innovation project.

In conclusion, the management innovation project of the director of the preschool educational institution is an important strategic mechanism that ensures the sustainable development of the preschool educational institution, increases the quality of education and management efficiency. It allows you to modernize the activities of the institution, form an innovative environment, develop the potential of the pedagogical team and implement modern management technologies. As a result, the competitiveness of the preschool educational institution increases, the quality of educational services improves and a more favorable pedagogical environment is created for the comprehensive development of children.

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