



## **IMPROVING THE QUALITY AND EFFICIENCY OF MANAGING PRESCHOOL EDUCATION INSTITUTIONS BASED ON A CORPORATE APPROACH**

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### **ABSTRACT**

This article examines the main approaches to implementing the principles of the corporate approach in enhancing the effectiveness and quality of management in preschool education institutions. It proposes ways to improve management efficiency through effective resource utilization, strategic planning, key performance indicators (KPIs), and innovation based on collaboration.

### **KEY WORDS**

Strategy of action, concept, Law "On Education", corporate, preschool education.

### **INTRODUCTION**

As we know, education is the process of transmitting information of certain social value to the younger generation. It is carried out in the classroom, walks, games, communicating with parents, etc. in the preschool. One of the oldest types of human activity, child-rearing, has undergone significant changes over its centuries-long history of development, evolving from an everyday process to a science-based set of structural interactions based on the outcomes of creative and creative activities. In these processes, in the context of the introduction of pedagogical technologies, it is necessary to study the management of pedagogical process in preschool education.

In accordance with the Decree of the President of the Republic of Uzbekistan dated May 8, 2019, No. PP-4312 approved the Concept of Development of the Preschool Education System of the Republic of Uzbekistan until 2030. The concept outlined goals, objectives, priorities and stages for the development of the preschool education system for the medium and long term. In this context, it is possible to consider the importance of improving the education system on the basis of a corporate approach.

Corporate training is a dynamic process of disseminating knowledge and information on solving production problems, during which employees of the enterprise apply the acquired knowledge and practical skills in their work, which allows them to more successfully and effectively adapt to changes in the external environment. What can be the result if the corporate approach is applied to improve the quality and effectiveness of education in preschool education organizations?

The Russian pedagogue A.M.Novikov gave several definitions of corporate education, two of which can be seen below:

1. Corporate Education is the process and outcome of developing the life experience of its employees studying in its educational facilities.

2. Corporate education differs significantly from additional and internal education. It is irreducible and has a peculiarly complex architecture.

In many countries of the world, corporate education makes a great contribution to the development of research. Professor A.R.Masalimova from Kazan introduced the directions of development of this type of education. He managed to prove and show in the example of the Tatarneft corporation, first of all, that corporate training includes less of a theoretical, reproductive part. Secondly, mentoring is an effective form of professional training, which is based on a high pedagogical culture of trainers.

To understand corporate pedagogy, Russian pedagogues believe that it is important to distinguish its modern foundations: concepts, the ways in which it can be constructed. Secondly, the framework of foundations important for corporate education should include culture as the basis for the content of corporate education, activities as the basis of the corporate education process, the general concept of human activity (professional and pedagogical activities of the teacher).

The experience of developed countries shows that the integration of the principles of corporate governance in the field of education serves to increase the efficiency of both private and public preschool educational institutions.

For example, each MTT in Finland has its own governing board, which includes parents, caregivers, representatives from the neighborhood and educational institutions. This council is engaged in quality assessment, budget control, strategic planning. Reports are made available to the public.

In South Korea, mechanisms for continuous monitoring and external audit of the activities of preschool education institutions have been introduced. Each organization publishes the online activity reports. This will create an atmosphere of trust while ensuring transparency.

In the UK, every MTT has a governing board. It includes parents, professionals, area representatives. This council approves educational strategy, implements financial responsibility, evaluates teachers' performance, and is responsible for curriculum improvement.

Foreign experience shows that corporate governance principles ensure not only efficiency in preschool education, but also collective participation, openness and social justice.

Currently, a number of reforms and measures based on the corporate approach are being implemented to improve the quality and effectiveness of preschool education. This approach aims to improve the quality of education by treating all components of an organization as a whole system and ensuring their cooperation. Here are some key takeaways:

## **1. Updating Education Standards**

- Curricula and teaching aids in preschool education institutions have been developed and updated.
- The curricula were adapted to the state educational standards and aimed at the development of children taking into account age characteristics.

## **2. Staff development**

- Advanced training and retraining courses for teachers working in the system of preschool education were organized.
- Trainings, master classes and seminars are regularly held for teachers, as well as the skills of using new pedagogical technologies and methodologies.

### **3. Corporate governance system**

- The management system in preschool education institutions has been improved on the basis of a corporate approach, and tasks have been clearly distributed.
- Developed performance evaluation and motivation systems for employees, implemented programs aimed at improving their effectiveness.

### **4. Implementation of digital technologies**

- Digital platforms have been introduced to enroll children in preschool education institutions and track their development.
- Electronic journal and electronic reporting systems have been introduced, and management and reporting processes have been simplified.

### **5. Cooperation with parents**

- Various meetings, open lessons and online platforms have been organized to establish regular communication with parents.
- Various exhibitions and contests were held to ensure active participation of parents in the educational process of children.

### **6. Improving the material and technical base of educational institutions**

- The infrastructure of preschool education institutions has been updated and equipped with modern teaching equipment and materials.
- Conditions were created for the physical and mental development of children.

### **7. Monitoring and evaluation of learning**

- The monitoring system for preschool education has been improved.
  - Diagnostic and assessment methods were introduced to monitor students' progress and progress.
- Such activities and reforms serve to improve the quality of preschool education and ensure the participation of all participants in the learning process (children, teachers and parents). The advantages of the corporate approach to improving the quality and effectiveness of education in preschool education organizations are manifested through several aspects. Below, we will see the main advantages of this approach:

#### **1. Implement a unified strategy and standards:**

- Through the corporate approach, unified educational strategies and standards will be introduced in preschool education organizations. This will help to ensure a holistic approach to the upbringing and education of children.
- It becomes easier to assess and monitor training processes against uniform standards, which allows continuous monitoring of the quality of education.

#### **2. Professional development of personnel:**

- On corporate approach, a system of staff professional development, regular training sessions and master classes will be launched. This significantly increases the professional skills and experience of educators and teachers.

- Working with qualified personnel increases the efficiency of the educational process.

### **3. Efficient use of resources:**

- The corporate approach improves the management of resources (financial, material and intellectual), which will prevent shortcomings in the activities of preschool education organizations.
- It will be ensured that educational resources (teaching aids, textbooks, toys and educational technologies) are evenly and evenly distributed, which will help to ensure that the educational process is uniform.

### **4. Introducing innovation:**

- The possibility of introducing new educational technologies and innovative methods into the educational process will increase. For example, the use of modern ICT technologies, the expansion of play-based teaching methods, etc.
- Can be used as a single platform for implementation and testing of innovative projects.

### **5. Effectiveness of Management:**

- Efficiency increases by standardizing unified approaches and processes in management. It also facilitates collaboration and experience sharing between organizations.
- The ability to track and control financial and administrative processes through a single platform increases.

### **6. Improvement of monitoring and evaluation system:**

- The corporate approach creates an effective system for monitoring and evaluating educational processes, results. This in turn helps to identify problems early and solve them.
- It will be possible to constantly monitor the factors affecting the development and upbringing of children.

### **7. Effective cooperation with children and parents:**

- A one-size-fits-all approach improves interaction with parents and increases their participation in the educational process.
- Children's upbringing and education will increase by working on uniform principles, introducing an education and information system for parents.

These advantages demonstrate the importance of the corporate approach in improving the quality of preschool education and ensuring the effectiveness of education. At the same time, this approach makes a great contribution to the development of the entire education system and the well-being of future generations.

Developing a corporate culture is a long, seamless, and systematic process. The program of corporate culture improvement in preschool education institutions is a general pedagogical process that implies the active involvement of the entire teaching community, employees, parents and children in this process. It should be developed taking into account the characteristics of the preschool community and its needs.

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