

**MANAGEMENT APPROACHES TO STRENGTHEN LEADERSHIP IN THE  
LEARNING PROCESS**

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**Abstract:** This article discusses the importance of management and leadership in the educational process, the theoretical and practical aspects of their effective application in the activities of teachers and management personnel. The factors of improving the management system in educational institutions, forming leadership qualities in the teacher, increasing student activity, and creating a positive atmosphere in the team are analyzed. Also, best practices in organizing the educational process based on the principles of modern educational management are presented.

**Keywords:** management, leadership, educational process, governance, pedagogical leader, innovative approach, motivation, team, initiative, communication.

Today, the role of management and leadership in the education system is increasing dramatically. Because in the modern educational process, not only the provision of knowledge, but also the manifestation of the creative potential of students and teachers, and the strengthening of team spirit are of great importance. From this point of view, improving management processes and developing pedagogical leadership in educational institutions is one of the urgent issues. Educational management includes planning, organizing, controlling and evaluating the educational process. This is especially important in increasing efficiency and quality control in educational institutions. Through management, each student and teacher clearly knows their tasks, which helps to maintain order.

As one of the management approaches, goal-oriented management is one of the effective methods widely used in the educational process. The main essence of this approach is to direct students' educational activities towards specific, measurable and realistic goals and provide them with systematic support in achieving these goals. Goal-oriented management strengthens the interaction between the teacher and the student, allows for the introduction of specific result-oriented planning and monitoring mechanisms at each stage of the educational process. The main idea of this approach is that students organize their activities based on predetermined goals, which develops their self-management, sense of responsibility, and consistent action to achieve results. Goal-oriented management plays an important role in the formation of life competencies in students, such as critical thinking, independent decision-making, time management, and creativity.

The use of this approach in the educational process requires the teacher to know scientifically based methods of accurate planning, monitoring, analysis and evaluation of results. For the student, this process encourages him to identify his own capabilities, form an individual educational path and work on his own achievements. As a result, students become not only active participants in the educational process, but also subjects of their own development.

In addition, the control and evaluation system established within this approach encourages students to constantly develop themselves by analyzing not only the result, but also their own performance, identifying and eliminating errors. Thus, these aspects of management become an important tool for increasing the effectiveness of the educational process, improving the quality of students' knowledge, and teaching them to correctly set life and professional goals.

Leadership for teachers and administrators is not just about imparting knowledge, but also about motivating, inspiring, and leading by example. A teacher's leadership qualities significantly

improve the quality of education by actively engaging students in the learning process, increasing their interest, and encouraging creative thinking.

The trusting relationship between the teacher and the student, the atmosphere of collective cooperation are strengthened as a result of leadership activities. For example, the application of the principle of “leading role” in the educational process gives effective results. In this approach, the teacher sets clear goals for the students, guides them towards achieving these goals and provides the necessary support. Thus, the teacher becomes not only a provider of knowledge, but also a guide, advisor and source of inspiration.

This leadership approach develops personal initiative, a sense of responsibility, independent decision-making and collaborative skills in students. From this perspective, educational management and leadership are complementary, mutually reinforcing processes. Their integration serves to increase the effectiveness of the educational process, create an innovative educational environment, and develop the teacher as a manager-leader.

The educational manager-leader model is a modern approach that allows teachers and administrators to act as managers, organizers and leaders at the same time. In this model, the teacher is not only a person who organizes the educational process, but also a leader who directs a team of students towards a common goal, motivates them, encourages independent thinking and creativity. The manager-leader teacher clearly plans the educational process, uses resources rationally, analyzes student activities and implements educational and educational goals based on an individual approach to each student. In such a model, the functions of management and leadership are combined: if from a managerial perspective the teacher systematically organizes the lesson process, from a leadership perspective he inspires students, instills confidence in them and creates a positive psychological environment in the team. As a result, the educational process becomes more interactive, effective and person- oriented. Students feel like active participants in the educational process, develop the skills to make independent decisions, share responsibility, and freely express their opinions.

the combination of these two approaches, teachers will be able to clearly organize the educational process, and students will have the opportunity to fully demonstrate their potential. Effectively combining management and leadership methods in educational institutions is important in increasing students' interest in learning.

In addition, statistics show that the correct application of leadership and management methods in educational institutions has improved student performance in the educational process by more than 20%. These results confirm that management and leadership are a powerful tool for improving the quality of education.

Educational management and leadership are key factors in the success of the educational process. Management allows teachers and students to plan the educational process clearly, organize it effectively, and gradually achieve the set goals. The effectiveness of educational management is directly related to the quality implementation of educational programs, the strengthening of cooperation between students and teachers, and the introduction of modern pedagogical technologies in the teaching process.

Leadership, in turn, increases students' interest in learning, encourages them to think independently, take initiative, and fully realize their potential. In the educational process, a teacher with leadership qualities is not only a provider of knowledge, but also a person who guides, inspires, and motivates students in their personal development.

Based on the results of this thesis, it was found that the integration of management and leadership methods in educational institutions can serve to improve the quality of education, the intellectual and social development of students, as well as the professional competence of

teachers. While the educational process is organized in a systematic and goal-oriented manner through management approaches, this process is enriched in motivational and social aspects through the leadership approach.

Therefore, to strengthen the role of management and leadership in the education system, it is important to develop their basic skills, to form teachers' skills in strategic thinking, team management, problem solving and decision-making. In addition, it is necessary to develop leadership qualities in teachers, that is, to strengthen human values such as communication, initiative, responsibility, creativity and empathy.

the harmonious application of management and leadership in educational institutions strengthens the interaction between teachers and students, increases the effectiveness of the educational process and allows the quality of education to rise to a new level. As a result of such harmony, teachers not only effectively perform management tasks, but also actively influence the personal development of students, the formation of their creative thinking, independent decision-making and teamwork skills. At the same time, teachers with leadership qualities create a positive psychological environment in the educational institution and create conditions for the manifestation of the abilities of each student.

From a practical point of view, it is important to organize special trainings, seminars and practical exercises for teachers and leaders to develop management and leadership in the education system. Through these trainings, teachers can learn modern management methods, methods of motivating the team, and strategies for approaching students in a leadership spirit. It is also necessary to more widely introduce management and leadership approaches into practice in the daily activities of educational institutions, establish a system of experience exchange, and popularize the activities of advanced teachers.

In the future, it is an urgent issue to conduct extensive scientific research on in-depth study of management and leadership approaches, scientifically substantiate their impact on the educational process, and analyze the possibilities of their application in educational institutions of various levels. As a result of such scientific research, new models of education system management will be developed, effective methodological recommendations will be developed for the formation of leadership competencies, and as a result, the quality, content, and effectiveness of education will be further improved.

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