

**INTEGRATION OF ADVANCED FOREIGN EXPERIENCES IN DEVELOPING
MANAGEMENT COMPETENCIES OF PRESCHOOL EDUCATION LEADERS**

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Abstract: In the process of globalization, all parts of the education system, including the preschool education system, are facing the need for renewal and reform. The effectiveness of preschool educational organizations largely depends on the management competencies of leaders. In particular, education quality provision, teachers creative potential support, innovation education environment creates leader's strategic views, management potential and leadership ability demand. In the article advanced foreign experiments learned, the preschool education leaders management competencies in development integration form and methods to determine movement made.

Key words: Preschool education, leader, director, management competencies, pedagogical leadership, strategic management, foreign experience, integration, mentoring, professional community, innovation management, quality management, education reforms, competence diagnostics, international cooperation.

Introduction. Today on the day world in experience preschool education leaders preparation and their competencies develop according to effective forms and methods working. They were released. Uzbekistan to the conditions suitable without integration to do — leaders management potential increase important from factors one is considered.

Initially management competence concept of the essence clearly, we will get.

Management competencies are leader's education process effective organization to make, decide acceptance to do, pedagogical the team management, resources distribution and innovation changes current in the making skills and qualifications is the sum of.

Scientists stated that before school education leaders for following competencies priority is :

- Strategic competence – long term goals define and implement increase ability;
- Pedagogical leadership competence of educators professional growth support;
- Communicative competence – team with effective communication installation;
- Innovative competence – new methods and technologies current to grow;
- Organizational competence – resources reasonable management and monitoring.

This competencies formation and development foreign experiments study through further improvement possible [1].

Today on the day preschool education leaders in front of not only education process effective management, maybe innovative approaches current to educate, educators support and quality continuous increasing to go such as tasks. This is leaders management competencies permanent requires development. International in experience leadership competencies formation and improvement according to different approaches there is are, they are pedagogical leadership, distributed leadership, quality management and professional communities to the activity based on. Below advanced foreign of countries experience analysis made, their effective approaches are studied.

Foreign in experience leadership competencies develop approaches. Finland experience

In Finland preschool education leaders pedagogical leader as Their task only management with not limited to, but educators activity methodical in terms of also includes support This approach is called " pedagogical " leadership " concept main in place stands [2].

Materials and methods. Today globalization in the process preschool education organizations leaders in the activity management innovative approaches mastery current to the point is turning. Education in the system high to efficiency achieved from countries one This is Singapore. is, its management model " Singapore " in the world as " experience " confession This is being done. in the model leadership competencies modern management technologies, strategic planning, human resources development and effectiveness directed approaches based on is formed. Therefore, Singapore for model preschool education organizations management in improvement important methodological basis become service to do possible.

In Singapore leaders management competencies develop for Special Professional Leadership Training programs current These programs are made within leaders innovative management; quality control and monitoring of the pedagogical process deep learns [3].

USA and Canada education in the system preschool education management democratic approach, cooperation principles and public participation to provide directed with separated This is in the countries management model decentralized is, every one state or in the province education policy independent accordingly General federal standards are being formulated. there is although, education organizations own territorial characteristics and needs suitable accordingly programs current to grow right has.

the USA and Canada leaders preparation in the process from mentors use, professional communities activity on the road and peer coaching method wide is used. In this, leaders mutual experience exchange through competencies [4].

Scandinavia countries - Sweden, Norway in countries leadership quality Total Quality Management model based on organization Leaders own " quality " activities continuous to the principle of " increase " relied on without take they go [5].

USA, Canada, Singapore and Scandinavia countries - in particular, Sweden and Norway experience this shows that before school education organizations management in the system democratic approach, community participation, innovation management technologies and leaders professional competencies regular develop important importance profession will reach.

Scandinavia in experience, especially social justice, inclusive education, children to the rights respect, family partnership and stable development principles priority direction as confession The leaders of the MTT in Sweden and Norway children well-being to the center put without management take goes, this and not only education quality, but children's social adaptation and mental It also ensures well-being.

This foreign experiments Uzbekistan preschool education to the system integration to do leaders strategic planning, quality monitoring, families with effective cooperation, as well as inclusiveness and cultural diversity support according to potential increase opportunity As a result, MTT management system efficiency increasing, education quality new to the stage lift for conditions is created.

Today globalization in the process education system modernization to do, especially, advanced foreign experiments national education to practice effective integration to do professional potential of leaders increase, management to the process innovative approaches implementation to grow and education quality new to the stage take on the way out important factor This process is only theoretical comparison with not, maybe foreign experiments adaptation to adapt, adapt and nationalize to the conditions harmonization through done This point is increased. from the perspective of advanced experiments of application forms and methods determination preschool education management system efficiency in providing separately place holds.

Advanced foreign experiments Uzbekistan preschool education to the system in adaptation following forms and methods effective is :

1. Mentoring system – experienced leaders new appointed directors directs.
2. Professional communities – leaders permanent communication, advice and experience exchange fields organization is being done.
3. Online education and international courses – distance learning training programs using foreign experiments fast mastery.
4. Training and seminars - leaders for special qualification increase programs.
5. International cooperation - exchange of experience through joint projects, conferences and seminars.
6. Diagnostics and monitoring – managers management competencies assessment from the means use [6].

Latest in years In Uzbekistan preschool education system fundamentally reform is being done. The President in decisions and decrees leaders management potential increase separately by designating In particular, the directors of the MTT again training and qualification increase courses activity showing.

However foreign experiments integration in doing one row There are also problems :

- resources and funding limitedness;
- some in the regions qualification increase of programs enough at the level cover not being able to;
- in leaders innovative to the approach readiness level various that is.

To this end foreign advanced experiments in adaptation cultural compatibility, local conditions, financial opportunities and personnel potential in consideration to be taken necessary [7].

Conclusion. Preschool education organizations management improvement in the process foreign advanced experiments analysis to do and them national to practice harmonization certain theoretical conclusions with one in line practical suggestions and recommendations working exit requirement It will be. Because, scientific search the results to practice implementation to grow leaders management competencies development, education process effective organization to grow and children development for comfortable environment in creation important importance profession will. Therefore, below cited suggestions and recommendations this of the research main the results strengthening and practical value to increase service does.

1. Leaders for foreign to experiments based competencies develop model working exit;
2. Leadership in the activity pedagogical leadership principles strengthen;
3. Mentoring system current to grow through experience exchange encouragement;
4. Leaders for international qualification increase programs create;
5. Professional communities and networking systems development;
6. Leaders competence diagnostics regular on the road to put

Foreign advanced experiments to study and them Uzbekistan preschool education to the system integration to do leaders management competencies in development important importance profession Finland, Singapore, USA, Canada and Scandinavia of countries experiences this shows that it is effective management the basis is this leaders continuous study, professional cooperation and quality permanent increase on the principle based is an activity. Uzbekistan under the circumstances this experiments adaptation leaders professional potential education, training quality improve and global education in the field competitiveness provide opportunity gives.

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