

# IMPROVEMENT OF MANAGEMENT MECHANISMS OF GENERAL SECONDARY EDUCATIONAL ORGANIZATIONS

**Eshonkulov Xamrokul Mamatkulovich, Xadjimetiva Dilorom Djuraevna**

Associate professors of Jizzakh State Pedagogical Institute.

**Shukurova Feruza Khidirovna, Abdulakhadova Shoxida Ravshanovna, Sheyxmambetov Server Rifikovich**

Senior teachers

## ABSTRACT

This article discusses the current state of improvement of management mechanisms of general secondary education institutions and the necessary conditions for modern effective development, as well as the current issues of identifying and using opportunities for student-centered education in this process. Also, to implement measures to create opportunities for quality education in the system of general secondary education in accordance with international best practices and modern requirements of society, to strengthen the material and technical base of public education and increase the efficiency of budget funding, to create additional conditions for youth education the current view of consistent reforms. At the same time, the current state of general secondary education is analyzed in terms of the need to create mechanisms for the rapid elimination of systemic problems and shortcomings in their activities, to reduce the gap in logistics and quality of education in rural and urban schools and to create equal conditions for education. The results are given.

## Keywords:

renewing Uzbekistan, social development, renaissance, general education, secondary education, organizations, management mechanisms, primary education, competence, methodological framework, educational process, pedagogical approach, educational concept, forms of educational dialogue.

Article Received: 18 October 2020, Revised: 3 November 2020, Accepted: 24 December 2020

Education shapes an individual in society. This person should be aware, up-to-date and active in the reform process carried out by the state. We need to know that if the civic outlook lags behind the processes taking place in society and in the country, the laws adopted by the government will not work, and any control will not give the expected result. Only when the worldview and aspirations of the citizen are ahead of the activities of the current state power, the nation and the country will develop, otherwise there will be no progress, there will be stagnation and stagnation in one place in the life of society.

If we look at the last thirty years of our country's development, in 1998, after a two-month seminar at the Academy of State and Social Construction, Japan's JIKA agency said: When we asked, "We can't achieve this," we were told, "If you triple a teacher's salary, everything will fall into place, and even corruption will decrease." In the meantime, we see how great the truth is at the

heart of this statement. [2] Our President Sh. At the initiative of Mirziyoyev, we realize how right it is to increase the salaries of teachers of schools, lyceums and institutes, and to focus on raising the prestige of teachers in society.

The fate of any country depends on the teacher, the educator, the quality of the education system. After all, as the President of our country Sh. Mirziyoyev noted, a teacher is a builder of the future! Our Jadid ancestors were well aware that without knowledge and enlightenment a person would lose his way, lack the mind and experience to realize his dreams.

Education is the main source of socio-economic development of countries in any society. After all, the development of society depends in many ways on the intellectual potential of the younger generation. At the initiative of the President, great attention is paid to the development of the public education system, which is an important stage in the education

system. In other words, this issue has become the most important and priority direction of public policy. Consistent implementation of measures aimed at creating opportunities for quality education in the general secondary education system in accordance with international best practices and modern requirements of society, strengthening the material and technical base of public educational institutions and increasing the efficiency of budget funding, creating additional conditions for youth education reforms are underway. At the same time, the current state of general secondary education shows the need to create mechanisms to quickly address systemic problems and shortcomings in their activities, reduce the gap in the logistics and quality of education in rural and urban schools and create equal conditions for education [ 1].

One of the main principles of the country's development is the construction of new types of secondary schools and the gradual adaptation of existing buildings to modern requirements, the use of modern pedagogical technologies in the educational process, the development of competition in the market of educational services. School is a place of knowledge. The knowledge acquired in childhood and adolescence will serve as a friend and companion throughout life. Science is the perfection of the individual, the path of development. Our scholars write that ignorance is the source of all evil, and that an ignorant person desires the greatest evil for himself. Today's pupil or student, if an adult is knowledgeable, will be able to objectively assess the events taking place in our country and the world, draw the right conclusions and be able to change their lives.

The key to being knowledgeable, enlightened, broad-minded is the ladder that the book is set to reach the top. Reading art, reading, scientific books not only broadens our worldview, but also increases our secular, religious literacy and contributes to the enrichment of written and oral speech. Having a conversation with a cultured person who loves to read and exchange ideas

gives everyone pleasure and peace. A person who does not read a book lives with the opinion of those around him, of the street, not of himself, and does not know how his life went according to the instructions of others. It is easy to get into bad streets.

During the years of independence, we faced some problems in the field of education and reading. In particular: the existence of economic problems in the country; that people's money does not exceed their daily needs; weakening of the material base of education (school, college, institute); knowledgeable, experienced teachers have completely left the education system; as a result of a significant decline in the prestige of education, adolescents' need for it has waned, their interest has decreased; underdeveloped links between education and production; In the process of transition of our country to market relations, in the face of this challenge, the interest of our youth in education and the problems of everyday life have certainly had a negative impact [5].

Today, the issue of educating a comprehensively developed generation is at the heart of the growing attention in our country to the development of a culture of reading, publishing and distribution. However, the failure of the book trade system in the country, the lack of an independent paper industry, as noted by the Jadids, weakened the publishing system, especially the fact that poets, writers, critics, translators do not reach the public with their wonderful ideas in the form of books. delaying the process of forming feelings of love, reverence, and self-sacrifice from the heart. Scientists say that a person needs, first of all, five abilities: sight, speech and hearing, perception, attention, thinking. In fact, thinking means that the fifth factor of mental labor, i.e. the first four factors, work together. In our opinion, the main task of a school teacher should be to master this art of thinking in students, to form it faster. As one of the sages said, it is better to work on one problem in twenty ways than to work on twenty problems in one way. Clearly, when a child who does not

think grows up, it will be difficult for him to achieve his path and goal [6]. The reason is that thought is a mirror that reflects the inner (inner) image of a person. Worst of all, the children and offspring of someone who is uneducated and unwilling to think will be the same. The most important shortcoming of the Uzbek school system is the fact that in our daily lives there are young people who do not have an independent opinion. To get rid of this situation, we support the work of the system of "Thinking Workshops" in kindergartens, schools and universities [7]. Only when there is an opinion in society will it be renewed. Living with rigid or stereotyped views and opinions will one day lead to both economic and spiritual decline in society. Before the development of Europe, his thought, art, philosophy developed, he gave impetus and strength to social thought, opened the way to different ideas through different "identities". Among these ideas, of course, were economic, technical, scientific ideas. Europe has given way to these thoughts and ideas, made it possible to put them into practice.

Europeans prioritized knowledge, enlightenment, equality, devotion, followed it, nourished by the science and books of the peoples of the East, and began to develop after the sixteenth century. And we have gone from a country created by science schools to a poor country that grows raw materials. Of course, a legitimate question arises as to why this happened. The answers are overwhelming, but there are no practical answers. If we look at the world experience, in the development of the developed countries of America, Western Europe and Southeast Asia, unlike us, the harmony of science and industry, the processes of transformation are carried out in an interconnected way. For example, Germany is home to centuries-old scientific schools, such as Goethe, Hegel, Beethoven, Nietzsche, Einstein, and Humboldt. Particular attention is paid to the formation of independent thinking, a broad outlook in internationally recognized German educational

institutions. In Germany, preschools are not part of the state system. This means that the citizens are rich and have taken on the task of educating the nation. The kindergarten operates under the auspices of charitable foundations, local authorities and the church. For this reason, the Germans call kindergartens "thinking workshops."

There are many places of knowledge and enlightenment in our country. Among them is the lyceum-school of mathematics in Karakul district of Bukhara region. For many years, 90 percent of the entrants to this school have been students. At this point, the question arises as to why more than 90% of Karakul schools are included in higher education, while in other schools this figure is 45-50%. There are many reasons for this. First, based on the principle of fairness, students are accepted and acquaintances are not allowed; second, the lessons are taught on the basis of special programs in specific disciplines developed according to the curricula of advanced countries such as the United Kingdom, Russia, Singapore; thirdly, there are qualified trainers who are winners of national and international science Olympiads [3].

They prepare students of grades 5-11 of secondary schools in mathematics, physics and chemistry for city, national and world science Olympiads, Presidential schools. To date, students of the center have won 2 gold, 8 silver and 10 bronze medals at prestigious world science olympiads [5]. Importantly, teachers are also rewarded according to their hard work and performance; fourth, another key to success is the establishment of regular monitoring and systematic analysis to monitor the knowledge of students and entrants at the training center, so that there is no corruption in the assessment.

Recently, this educational institution was awarded the status of the International School of Mathematics. The application of the experience of this system, which has already been tested and formed, to all schools specializing in specific disciplines, allows to raise the general secondary education system to a modern level. As we mentioned at the beginning of this article, the task

that Japanese experts dreamed of in Tashkent 20 years ago is finally coming true.

The teacher's economic problem has been solved and his salary has increased slightly. The teacher is becoming a leader in a society that sees all the interests, potentials of the student and gives all the strength to grow. Its task is to educate the child, not to deprive his students of individuality and not to forbid them to have a personal opinion.

From the first days of his presidency, the head of our state has been emphasizing that the biggest problem for our country is the lack of modern personnel, the need for innovative and creative thinking in all areas, the mastery of advanced technologies. Because during the difficult transition period, the quality of education in schools declined, and colleges were run in the name of attendance. The lack of creative schools, cultural centers, lack of attention to the activities of clubs has caused a number of serious problems. Our young people have grown up ignorant, some have gone astray, and some have wandered abroad. Therefore, President Shavkat Mirziyoyev considered this issue as his concern and pain, emphasizing that the future of our country depends on modern personnel, and for this purpose radically improved the education system, educating young people in the spirit of patriotism, high spirituality [9].

Indeed, if we look at the history of developed countries, we see that the reforms aimed at changing the life of society in them began, first of all, with the education system, kindergarten, school, upbringing. Because it is impossible to change the individual, the society without regulating the school, education. As the head of our state noted, in order to strengthen confidence in the future of Uzbekistan, to be worthy of ancestors, reforms must begin with science. Because without knowledge there will be no result in any field. Over the past three years, a large-scale work has been carried out to effectively address the problems in this area, to radically improve the system of training in our country. To this end, a number of decrees and

resolutions have been adopted, creating a solid legal basis for comprehensive efforts in this area [10]. The system of pre-school education, general education and higher education is being updated in terms of content and quality.

New and modern educational institutions such as Mirzo Ulugbek and Muhammad Khorezmi Talented Children's Schools, Creative Schools named after honored writers of our people, Temurbek School, Presidential Schools, private schools have been established in Uzbekistan for the children of our country. opens up new opportunities for education [3].

During his visit to the Republic of Karakalpakstan in November last year, the head of our state stressed the need to train a new generation of personnel to raise the country to a new level of development, for which purpose a new category of schools - Presidential Schools - will be established in each region. On February 20, 2020, the President adopted a resolution "On measures to establish presidential schools." According to him, the first Presidential School was built in Tashkent in a short period of time, and the construction of such schools in Nukus, Namangan and Khiva is in full swing.

In 2020, it is planned to establish Presidential schools in Bukhara, Jizzakh, Kashkadarya, Samarkand and Fergana regions, and in 2021 in Andijan, Navoi, Surkhandarya, Syrdarya and Tashkent regions. Undoubtedly, these educational institutions will be an important basis for the training of a new generation of personnel. Because the President's schools will be an integrated system for identifying talented children, teaching and educating them using advanced technologies. It serves to support and encourage talented young people, to form a spiritually mature and intellectually harmonious generation. Presidential schools are organized in the form of specialized educational institutions. Students are admitted to these schools based on the results of logical thinking tests, written exams, and interviews from 4th grade graduates. The school's annual admission quota is 24 students,

with the same 12 students assigned to the two classes. The educational process is conducted in English according to the curriculum and programs developed in cooperation with foreign educational institutions. Along with natural and exact sciences, foreign languages, special attention is paid to the education of students in the spirit of patriotism, the Uzbek language and literature, history and other subjects for the expression of national identity.

The program "STEAM - education" Science - natural sciences, Technology - technologies, Engineering - technical creativity, Art - art, Mathematics - mathematics was introduced in the presidential schools. In grades 9-11, some subjects are taught individually, taking into account the interests, abilities and intellectual potential of students. Extracurricular activities are also organized. Graduates of presidential schools are awarded a state-approved certificate of education, along with a certificate, a diploma of the relevant international program, which allows them to study at leading foreign universities, ie International Baccalaureate, Advanced Placement or International Advanced Levels [4].

The Presidential School opened in Tashkent will become a model for a new category of educational institutions. The structure of this educational institution is compact and convenient for learning, unlike traditional schools. The school has 168 seats, 12 classrooms, 2 computer and English language rooms, physics, chemistry, biology laboratories, dormitory, kitchen, 15-bed hotel for foreign teachers [5]. All rooms are equipped with modern teaching equipment and innovative technologies. There is also an innovative approach to the construction of a gym, swimming pool and football field. In particular, the dormitory, which combines modern conveniences, allows students to live and study in a family environment. Students attend school 5 days a week. On weekends, parents can take their children home.

In the past 2020, 144 out of about 7,000 students who applied for grades 5-10 of the school

were accepted. In collaboration with the Canadian recruitment company Teach Away and the British recruitment company TIC Recruitment, 30 foreign specialists were selected for the school. In addition, 72 qualified and experienced local teachers were involved. In August, a special training was organized for all teachers to implement the Cambridge STEAM curriculum. Textbooks and manuals on the STEAM program were brought. President Shavkat Mirziyoyev got acquainted with the conditions created at the school and talked to students [7]. It was the first test of your life. You have seen what labor, knowledge, justice are. I sincerely congratulate all of you on being worthy of such a prestigious school. You have now become the "gold fund" of Uzbekistan. There are many things that glorify the greatness of the people, the country. But the best thing is to show it with knowledge. We have all the grounds for the emergence of Khorezmians, Ibn Sino, Ulugbeks among our youth. Today is a historic day. Previously, such conditions did not exist in our country. Now, when prestigious guests come from abroad, we show the Presidential schools, not the big factories [5]. You should be an example to all young people with your knowledge, beautiful manners, patriotism. In the future, you must become a force influencing the development of Uzbekistan, said the head of state. It was noted that in addition to mastering modern knowledge, schoolchildren must have a deep understanding of our national identity, a perfect knowledge of our history and mother tongue. These science centers are completely different from general education schools. Here, students are constantly searching for themselves, their mastery of the subject is constantly monitored. In order to establish the content and quality of education in these schools on a new basis, the Presidential Agency for the Development of Creative and Specialized Schools under the Cabinet of Ministers was established by the decision of the President [6].

In general, the requirements for modern schools, including the level of provision of

textbooks, manuals, art and other literature, the educational process and extracurricular activities, as well as the requirements for leaders and teachers in accordance with international standards are important for students to become professionals. contributes. The further rapid development of our country requires the identification of young talents, the improvement of the system of selection and education of gifted children, the discovery of the intellectual potential of the younger generation. Presidential schools are an important step in this direction and serve as a solid foundation for the development of comprehensively mature, worthy personnel of our society.

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**Аннотация:** В статье рассматривается текущее состояние совершенствования механизмов управления общеобразовательными учреждениями среднего образования и необходимые условия для современного эффективного развития, а также актуальные вопросы выявления и использования возможностей студентоцентрированного образования в этом процессе. Также реализовать меры по созданию возможностей для качественного образования в системе общего среднего образования в соответствии с лучшими мировыми практиками и современными требованиями общества, по укреплению материально-технической базы народного образования и повышению эффективности бюджетного финансирования, по созданию дополнительных Условия для образования молодежи современный взгляд на последовательные реформы. При этом современное состояние общего среднего образования анализируется с точки зрения необходимости создания механизмов быстрого

устранения системных проблем и недостатков в их деятельности, сокращения разрыва в логистике и качестве обучения в сельских и городских школах. и создать равные условия для обучения.

**Ключевые слова:** обновление Узбекистана, социальное развитие, ренессанс, общее образование, среднее образование, организации, механизмы управления, начальное образование, компетентность, методическая база, образовательный процесс, педагогический подход, образовательная концепция, формы образовательного диалога.

**Аннотация:** Ушбу мақолада умумий ўрта таълим ташкилотлари бошқарув механизмларини такомиллаштиришнинг мавжуд ҳолати ҳамда замонавий самарали ривожлантиришнинг зарур шарт-шароитлари ва мазкур жараёнда мактаб ўқувчисига йўналтирилган таълимнинг имкониятларини аниқлаш ҳамда фойдаланишнинг долзарб масалалари ҳақида сўз юритилган. Шунингдек Умумий ўрта таълим тизимида илғор халқаро тажриба ва жамиятнинг замонавий талабларига мувофиқ сифатли таълим олиш имкониятларини яратиш, халқ таълими муассасаларининг моддий - техник базасини мустаҳкамлаш ва бюджетдан маблағ билан таъминлашнинг самарадорлигини ошириш, ёшлар таълим-тарбияси учун қўшимча шароитлар яратишга қаратилган чора-тадбирларни амалга ошириш бўйича изчил ислохотларни амалдаги кўриниши. Шу билан бирга умумий ўрта таълим муассасаларининг мавжуд ҳолати уларнинг фаолиятидаги тизимли муаммолар ва камчиликларни тезкор бартараф этиш механизмларини яратиш, қишлоқ ва шаҳар мактабларининг моддий-техник таъминоти ва таълим бериш сифатидаги тафовутни қисқартириш ҳамда ўқувчи-ёшларнинг таълим олишлари учун тенг шарт-шароитлар яратиш зарурлиги бўйича таҳлил натижалари берилган.

**Калит сўзлар:** янгиланаётган Ўзбекистон, жамият таракқиёти, ренессанс, умумий таълим, ўрта таълим, ташкилотлар, бошқарув механизмлари, бошланғич таълим, компетенция, методологик асос, таълим ва тарбия жараёни, педагогик муносабат, таълим концепцияси, ўқув диалоги шакллари.