

**FORMATION OF PROFESSIONAL COMPETENCE OF DIRECTORS OF  
PRESCHOOL EDUCATIONAL ORGANIZATIONS ON THE BASIS OF THE  
PRINCIPLES OF PROJECT MANAGEMENT**

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**Annotation:** The article provides theoretical knowledge and methodological instructions on the formation of professional competence of Directors of preschool educational organizations on the basis of the principles of Project Management.

**Keywords:** project management, executive personnel, educators, modern education, professional competence, effective project management.

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Introduction. Education and upbringing are an integral component of any society, the basis of the course and development of its culture. The modern system of preschool education and educational management and the basic principles of its management the laws of Educational Management are divided into objective general and private of various elements and phenomena in the management process. Further improvement of the preschool education system as an important link of the integrated continuing education system, expansion of the network of preschool educational institutions and strengthening the material and technical base, providing them with qualified pedagogical personnel, introduction of modern educational programs and technologies that develop children comprehensively intellectually, spiritually and aesthetically and physically, radically increasing their level of school preparation.

**ANALYSIS OF THEMATIC LITERATURE**

The concept of development of the preschool education system until 2030 sets out to carry out large-scale work on the organization of an effective system of preschool education aimed at healthy and comprehensively mature growth of the growing generation, the introduction of effective forms and methods of education and education in the educational process[resolution of the president of the Republic of Uzbekistan No. 4312

]. The analysis carried out shows the need to ensure the coverage of children with preschool education, fill preschool educational institutions with modern educational and methodological materials and fiction, and solve the issues of attracting qualified pedagogical and managerial personnel to the field. In accordance with the decision of the president of the Republic of Uzbekistan "on measures to improve the management of the preschool education system"PQ-3955 dated September 30, 2018, improving the management of preschool education, ensuring transparency and efficiency of financing the activities of preschool institutions, training, retraining, professional development of employees of the preschool education system, the introduction of completely new approaches to selection and development is practically gaining confirmation[ Resolution No. 3955 of the president of the Republic of Uzbekistan dated 30.09.2018 "on measures to improve the management of the preschool education system" PQ-3955.].

PF-6108 on November 6, 2020 on measures for the development of education and science in the new development period of Uzbekistan was adopted by the Oorq-595 of December 16, 2019.- son decree[ decree of the president of the Republic of Uzbekistan No. 6108 of November 6, 2020 "on measures for the development of education and science in the new development period of Uzbekistan"], serves to some extent in writing this article in the implementation of the tasks set out in regulatory legal acts related to this activity.

**RESEARCH METHODOLOGY**

Project management is an important process of effective organization, planning and control of resources in order to achieve a certain goal. Projects are widely used in a variety of industries, including construction, engineering, health, and finance. The main feature of the project is that it is a temporary effort aimed at creating a unique product, service or result. Projects can be large or small, simple or complex, cheap or very expensive, but they all require effective management. Regardless of the scale and complexity of the project, careful planning, rational allocation of resources and constant control are key to successful completion.

There are basically three approaches used in project management: conventional (predictive/waterfall), flexible (agile), and hybrid (hybrid). While the traditional approach involves executing a project in stages, in sequence, the flexible approach focuses on rapid adaptation and continuous improvement to the changing requirements of the project. And the hybrid approach embodies the best aspects of traditional and flexible methods.

Effective project management helps not only to achieve the set time, budget and quality goals, but also to meet the requirements of stakeholders. The task of the project manager is to rationally allocate resources, manage the team, minimize risks and ensure constant communication.

### **ANALYSIS AND RESULTS**

Effective knowledge management is not only a strategy, but also a culture that helps optimize corporate processes and support employees. Knowledge management helps:

- speed up employment and reduce the time to enter the project from a few weeks to a few days.
- increase the efficiency of meetings and prevent waste of time;
- development of training courses for both new employees and to improve the skills of existing employees;
- create instructions for employees and show business processes in detail;
- \* create instructions for customers;
- \* documentation of the work of each department or team;
- \* facilitate cooperation and communication between departments.

The implementation of the project takes place surrounded by a certain internal dynamic and external environment, giving it a certain effect. At the same time, in construction projects, such as the need to be able to identify and calculate all kinds of statistical and dynamic loads that fall on the structures of the device being built, in a project of a wider scope, as well as in all physical, economic, social, financial organizational, etc., which can affect the project and its environment.k. it is important to identify and take into account factors, under certain conditions, each of such factors can turn out to be dangerous for the project and lead to its degradation.

The relationship between the project environment can be considered on the example of a product rebound project for an enterprise that produces a particular product. Simple, long-term activities serve as the basis for the emergence of demand in conditions of changes and renewal of the organization. This leads to the resulting project. When the project begins with a hack, it begins to develop independently.

On the basis of project management, attention should be paid to the Coordination of the qualities of professional competence with the personal qualities of the educator in the formation and development of professional competence at the head of the preschool educational organization. The behavior and interests of an educator are influenced in his professional rise. Affection for his profession, constant search and movement through specific goals improve professional competence. The qualities that indicate the professional competence of the leader are listed as follows:

- Access to knowledge of pedagogy and psychology;
- Work on oneself;
- Planning the educational process, being able to assess children's knowledge;

- Formation of motivation in children and employees;
- Know the act;
- Innovation in educational activities;
- Perfect knowledge of children's age characteristics and individual ways of working;
- To be aware of foreign languages and one of the modern areas.

The formation of professional competence covers the stages of self-analysis, understanding of the necessary things, planning self-development, setting a goal, task, self-expression and correcting its shortcomings. When determining the development of professional competence in a leader, a module of professional competence is created. That is, before identifying the important components that make up professional competence, its holistic picture is created. Prior to the acquisition of professional knowledge and concepts, affection and curiosity towards the profession are clarified. When the owner of professional activity considers his activity not as labor, but as a hobby, then creative abilities develop.

The module of professional competence is the acquisition of professional knowledge and concepts with interest and passion, the formation of professional skills and qualifications based on the application of knowledge in practical activities and the achievement of an assessment of activity as a value. Becoming the owner of this module gives rise to the skill of automatic use of effective solutions in various situations that are encountered in professional activities.

#### CONCLUSIONS AND SUGGESTIONS

Preschool education performs such an important task as preparing a child for a new career in life. The initial stage of the child's penetration into social life is naturally not easy. Because the child goes beyond the narrow circle, which consists only of the parents, and joins the collective life. This process has different effects on children with different individual characteristics.

The state requirements of the Ministry of preschool education, set for June 18, 2018, study the heads of cognitive competence through specific programs in educational muossas. Mirziyoyev said that "the criterion of activity of each monk is the main goal of the people for himself and the realization of them in a consistent way" - those who imposed a strong sense of responsibility and responsibility on the person of the leader. In recent years, interest in management issues has also increased as attention to the human factor has increased. Another of the management tasks is to advance science, to take care of scientists", writing that humanitarian ideas occupy an important place in the leadership. We have witnessed that even more scientific foundations have been brought to the concepts of "competence", "cognition". One of the important components that make up executive professional cognitive competence is psychological competence.

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