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Research Article

USING A SYNERGIC APPROACH IN EFFECTIVE MANAGEMENT OF NON-GOVERNMENT HIGH SCHOOLS

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ABSTRACT

This article discusses the unique possibilities and features of using a synergistic approach in the effective management of non-state secondary schools.

KEYWORDS

Non-state comprehensive schools, effective management, synergistic approach, quality of education, synergistic management, scientific and methodical works, organizational system, international experiences.

INTRODUCTION

It is known that the goal of the non-governmental general education organization is to create favorable conditions that ensure the high quality of general secondary education for students, to provide paid educational services that create alternative opportunities for quality and popular education in addition to traditional educational services, innovative pedagogical forms of teaching taking into account advanced

international experiences, is to increase efficiency and effectiveness in the field of general secondary education based on the use of methods and modern technologies [1].

Pedagogical synergetics - (Greek. sunergeia - cooperation, solidarity) is a scientific direction and way of thinking aimed at the theory of self-organization of pedagogical systems,

management of cooperative pedagogical processes, study of irregular pedagogical phenomena, new interpretation of pedagogical situations, and knowledge of the nature of complex pedagogical processes[2].

The direction of organization and coordination of synergistic management activities is related to the management activities of the heads of the non-governmental general education organization, and in these processes, an individual approach is required from each of them. In particular, every leader in the processes of his management activities:

- ensuring the participation of all employees in collaborative decision-making processes;
- taking into account suggestions and opinions of employees when setting tasks in the direction of achieving the set goal;
- coordination of behavior and relations of employees operating in different directions;
- organization of proper use of the capabilities and abilities of employees;
- organization of employee activity control and motivation processes;
- it is necessary to pay special attention to the formation and development of interests of each employee in the results of innovative processes and the effectiveness of cooperative activities.

The direction of organization and coordination of scientific-methodical works also belongs to the activity of all heads of non-state general education schools, coordination of scientific-methodical works in this direction, analysis of the

activities of class leaders and teachers, popularization of advanced pedagogical experiences, preparation of necessary methodical products for the educational process, making proposals to the pedagogical council in the direction of raising the level of students' mastery, planning general school events, pedagogical councils, analyzing the activities of class leaders and teachers, analyzing the indicators and level of students' mastery, planning and conducting pedagogical weeks, control and contests increase.

In the direction of self-management and development, the leaders of the non-governmental general education organization should be able to use various forms and methods of modern leadership based on self-coordination, work on themselves, and independent education according to the situation; self-control in any situation, not giving in to passions; to be proactive; living with the pain of many; working with cooperation, solidarity, co-creation; to be honest and fair; to be sincere, restrained, tolerant; to be creative, creative and creative; to be demanding and kind, considerate of time, polite; self-assessment, self-diagnosis of one's activities and personal qualities; to be fair; caring for employees; it is necessary for him to cultivate the necessary qualities for a leader, such as being fair and persevering in the implementation of measures that he considers necessary. Also, it is necessary to perform tasks such as searching for news, learning and relying on them, using scientifically based information, mastering the pedagogical, psychological and socio-economic foundations of management, as well as

introducing a synergistic approach to the management process.

In the direction of improving the activities of non-state secondary schools, under his management:

- solving problems related to the development of pedagogical processes in accordance with changes in the external environment;
- the use of synergistic approaches in the introduction of innovations and coordination based on the principles of democratization and humanization of management;
- searching for new ways and means of achieving the intended goals on the basis of regular updating and development of management concepts;
- organization of self-management and cooperative management;
- foreseeing and planning the regular development of the non-state general education organization;
- developing the team's scientific-methodical and scientific-research potential;
- the activities of the non-governmental general education organization, the state of the educational process, the attitude of the employees to their tasks, the mutual relations between the subjects of education, that is, the relations of students and teachers, as well as the scope and efficiency of the work carried out to achieve the common goal, the mastery indicators of students and the organized classes collect information about the quality;
- change and improve management activities based on the analysis of collected reliable

information and study of the general situation;

- on the basis of information, to analyze the efficiency of management activities and determine the directions for improvement and the tasks that need to be implemented to improve the institution's activities;
- distribution of assigned tasks according to employees' knowledge, skills and qualifications, as well as professional experience;
- attracting highly qualified specialists to increase the effectiveness of pedagogical processes;
- coordinating the activities of team members;
- determination of development opportunities of the non-state general education organization and making decisions on implementation of defined tasks in the direction of improvement are carried out.

If we pay attention to the essence of the work performed by the heads of the non-state general education organization in the main areas of management activity and the specific features of the processes of implementation of the listed tasks, we can see the interdependence and connection of the main areas of management activity. Therefore, the effectiveness of the work performed by a voluntary head of a non-governmental general education organization in the above-mentioned main areas of management activities has an impact on the effectiveness of management activities of all leaders.

This connection and connection means that the main directions of management activities of the

heads of the non-state general education organization have a systematic nature, and in turn, the heads of the non-state general education organization determine the need to implement a systematic and synergistic approach in the implementation of the tasks that need to be performed according to the main directions of the management activities.

In addition to pedagogical staff, the leaders of the non-state general education organization coordinate the activities of all performers, the division of labor, the formation of a sense of responsibility in employees for their tasks, the organization, management, quality and efficiency of pedagogical processes, and the efficiency of the processes of improvement are largely determined by the leaders of the non-state general education organization. depends on how well he understands and implements the specific features of the main areas of management activity.

As a whole system, the leaders of the non-governmental general education organization study the management activities, the relations between the main directions of management activities with special characteristics and the features of interdependence are determined, because the main directions of management activities have a systematic nature, and the change of each direction has its effect on the change in the efficiency of the management activities, which is considered as a whole system.

In our opinion, it is necessary to determine the effectiveness of the management activities of the

managers of the non-governmental general education organization by ensuring the interdependence, connection and coherence of the management activities as a set of actions carried out in the direction of achieving a predetermined goal, that is, as stages of the management process.

That is, in practice, in most cases, the selection of personnel, placement and coordination of their activities is considered only the task of the school director. Organization, management, improvement of quality and effectiveness of pedagogical processes are considered to belong only to the deputy director for educational affairs, and the work that needs to be carried out in this direction is neglected by other leaders. Improving the living and working conditions of the team members is considered to be the task of the deputy director for spiritual and educational affairs and the trade union, which has a negative impact on the effectiveness of the school.

Also, the direction of organizing and managing innovative processes does not belong to any head of the non-state general education organization, but to all the heads of the non-state general education organization. that it belongs to the processes confirms that the positions and tasks performed by the heads of the non-governmental general education organization are interrelated and related. This, in turn, determines the need to ensure the interdependence, connection and coherence of the activities of all the leaders of the non-governmental general education organization.

This interdependence and connection shows that the duties of the heads of the non-state general education organization also have system-specific features, and this, in turn, determines the need to study the essence, importance and characteristics of the duties of the heads of the non-state general education organization and take them into account in the course of research.

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