



LEGAL BASIS OF THE MECHANISM OF SELECTION OF LEADERSHIP IN THE EDUCATION SYSTEM

Khurramov Sanjar Ravshanovich

Doctor of Philosophy in Economic Sciences, (PhD)

Director of the National Center for training pedagogues for new methods, Tashkent region

Dushaeva Nazokat Sharofiddinovna

Senior teacher of the National Center for training pedagogues for new methods "Language Teaching Methods", Tashkent region

Article history:	Abstract:
Received: 6 th October 2023 Accepted: 6 th November 2023 Published: 10 th December 2023	Today, provision of the state institutions, including the education system with highly qualified personnel, is one of the priority directions of the country's policy. Personnel capacity is one of the key factors in improving the efficiency of the organization's goals and objectives, liberalization of all spheres, and implementation of key tasks before society and the state in the process of reforms. Therefore, a mechanism has been created to select the most suitable candidates for management in the education system.

Keywords: Management, managerial skills, leadership, mechanism, human resources, selection for the position

One of the most important and urgent tasks in the education system is to work with personnel in the public education system, to constantly increase their potential. In the education system, a number of measures are being taken to form the current and future reserve of management personnel, to gradually prepare them for the intended positions, to increase the level of political, economic and spiritual knowledge. In this regard, it is necessary to deepen the values and traditions in the public education system, in particular, to raise the spiritual and intellectual potential, consciousness and worldview of our people, especially the younger generation, to form a harmoniously developed person with love and devotion to the motherland and its people. Special attention is paid to staffing. Today, the spirituality of the leader also plays an important role in ensuring the stability of socio-economic life as an indicator of the spirituality of society. The cohesiveness, morale, work ethic, leadership skills, organizational skills, management skills, as well as their selection for the position and assessment of their leadership potential are described, which unites the members of the society with the great future current.

The selection of management staff is carried out by the commission for the competition of heads of departments of public education and school principals of the Ministry of Public Education of the Republic of Uzbekistan. Candidates for the position of principal and school principal will now be accepted on a competitive basis. The competition is held when the position is vacant. Assignment of the position of headmaster is carried out by the order of the Minister of Public Education of the Republic of Uzbekistan and the assignment of the position of director by the order of the head of public education of Tashkent city and Tashkent region, respectively.

Within seven working days after the vacancy of the principal or school principal in the organization of the selection process, the relevant regional departments on the basis of the "School Education Process Management System" of the Ministry through the "Vacancies" section (work.uzedu.uz) or in the media the competition will be announced. Citizens with at least 5 years of experience in the field of education and 3 years of experience in leadership positions, for the director of general secondary (primary) education - citizens with at least 5 years of pedagogical experience in the field of education and 2 years of experience in leadership positions. The following may not participate in the contest: a person recognized as incapable or with limited legal capacity; a person whose conviction for an intentional crime has not been completed or whose conviction has not been expunged, as well as a person who has been banned from engaging in pedagogical activities by a court decision. If all applicants are denied participation in the competition based on the results of consideration of the documents submitted for participation in the competition. Re-announcement of the competition must be submitted within seven working days from the date of approval of the relevant conclusion by the chairman of the commission. Re-announcement of the competition shall be made within the period specified in the decision of the commission. The competition is held in two stages: In the first stage - a test of the applicant's level of knowledge of normative and legal documents in the field of public education, IQ, EQ, managerial skills. The test can be taken on paper, online, offline. Applicants who score 55% or less of the maximum score on the test are considered to have failed the test and will not be admitted to the second stage. The competition is held in two stages: In the first stage - a test of the applicant's level of knowledge of normative and legal documents in the field of public education,

IQ, EQ, managerial skills. The test can be taken on paper, online, offline. Applicants who score 55% or less of the maximum score on the test are considered to have failed the test and will not be admitted to the second stage. In the second stage - an interview is conducted to determine the theoretical and practical knowledge of the applicant. A maximum of 10 points will be awarded for the interview process. A positive attitude to work and effective work of the worker is ensured as a result of comprehensive impact on the set of identified needs. The main management concepts mentioned are relevant to their time represents typical personnel management styles. Even various organizations and leaders are also listed they support the elements of in their activities. The head of the organization is the current economic situation, the employees under his command based on the nature of the emphasis on any of the different approaches, based on the benefit of the organization, he or she application of direction models to team management possible However, for the intended purpose of the personnel in the organization the leader who wants to achieve through active participation, as much as possible initiative in their employees, high for work results should be able to arouse responsibility.

The decision of the commission is made in one copy. An extract from the decision of the commission is submitted to the Minister for the conclusion of an employment contract with the winner of the competition and his appointment to the post of principal, the head of the regional department for the appointment of the school principal. The decision is sewn to the folding folder of choice. An extract from the decision within three working days after the competition will be the basis for concluding an employment contract with the winner of the competition and the order of the ministry on his appointment to the post of principal, or the order of the head of the regional department on the appointment of school principal.

The existing management style in the leader to different tasks or relationships will be directed. The second approach is the situational approach. This approach assesses the situation and three that influence the leader's behavior promotes the factor:

- a) the relationship between the team and the leader;
- b) structural division of tasks;
- c) powers of the head.

Currently, the efficiency of management personnel in practice There is no single approach to assessment. This is exactly the work of management personnel activity and its results, social activity, enterprise and organization labor related to economic development and many other aspects related to the complexity of the process.

In conclusion, today's demand is that the management staff of the education system should have leadership skills, knowledge, aspiration to success, ability to take responsibility, ability to approach problems systematically and find solutions, organization and strong will. At the same time, management personnel must be able to perform their duties effectively, mobilize their staff, study in depth the serious problems that plague the team, find the optimal solution based on analysis, think critically, and be able to critically evaluate their work.

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