

Making Management Decisions on the Results of the Certification of the Heads of General Education Organizations

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Abstract: The article presents the monitoring of the state of the existing Russian regional and foreign orders for certification of the heads of educational organizations, which is aimed at modernizing the certification system and appointing heads of educational organizations in the Russian Federation. Clarifications are given on the role of management in making management decisions in the general education system. The problems of certification of heads of educational institutions are highlighted.

1. Introduction

Government goals and objectives in the field of general education are guidelines for educational institutions. A distinctive feature of the management of a general educational organization are innovative forms and methods of management, depending on management decisions of management. A scientific approach to the implementation of the decision-making function allows reducing the number of errors, reducing the degree of uncertainty and risk in management, and increasing the efficiency of managing a general education institution.

The main feature of making management decisions in the general education system in recent years is that problems are solved only at the level of the educational system. An important condition for the effective functioning of modern educational systems is the constant assessment of the quality of general education [1, 6]. If a general education organization provides a sufficiently high quality of education, in accordance with the criteria established by the Ministry of Education of the Russian Federation, with a successful economic and social policy, the management of a general education organization can be considered effective [2, 7].

The most important role in the management of a general education organization is played by the leadership, which is left to the right to make a management decision that affects the entire course of events [3, 4, 5]. Management in the evaluation of management tasks is based on their personal understanding of all problems and goals. From a specific situation, the manager chooses strategies and approaches to solving managerial tasks, basing his experience, knowledge and intuition. Choosing a strategy and tactics must be correctly compared with current tasks and tasks for the future, which is the main difficulty for the head of educational institutions. The managerial decisions manifest the active position of the manager, his/her desire and approach to change the situation in a certain way.

Therefore, the formation of a system for appointing heads of general education organizations is an element of strategic development and is aimed at the implementation of the following functions: motivation of management personnel; retention of competencies; monitoring of competencies of general education organizations; forecasting the performance indicators of a general education organization, etc.

The implementation of the above functions depends on the scientific and methodological, normative study of the functioning of the system for appointing heads of educational institutions, as well as on the practical implementation of the decisions taken in the context of managing general education.

The authors of the article monitored the status of existing Russian regional and foreign orders for certification of heads of educational institutions aimed at upgrading the certification system and appointing heads of educational organizations in the Russian Federation.

2. Materials and Methods

The authors used the following methods in the article: theoretical analysis (study of scientific and methodological literature; analysis of professional standards, methodological manuals and recommendations; study of certification procedures and appointment of heads of educational organizations; generalization of pedagogical experience); theory of personnel management in terms of technology certification and the appointment of heads of educational organizations; theoretical research.

3. Results

The certification system for heads of general education organizations in the Russian Federation contains two groups of persons being certified:

- Managers taking office (applicants for the position of heads of educational organizations);
- Current heads of educational organizations.

The attestation of the heads of general educational organizations is built on the principles of openness of the attestation procedures, the objectivity and integrity of the assessment of the activities of the heads of general educational organizations.

The certification of the head of a general education organization is carried out in three stages (Siberian Federal District, Far Eastern Federal District, Volga Federal District, Ural Federal District): testing, defending a management project, and going through an interview.

Attestation of a candidate for the position of general education organizations may be carried out in two stages: testing and interviewing.

When certifying a candidate for the position of heads of educational organizations in the Central Federal District, an information certificate is required, which is filled by the head and contains 6 sections, the indicators and criteria for which determine the effectiveness and efficiency of the work of the educational institution in the last two years:

- “Students of a general education organization” contains quantitative indicators for all levels of education, taking into account the proportion of the total number of students.
- “Employees of a general education organization” include quantitative indicators of various categories of employees of a general education organization, taking into account the share of the total number of employees.
- “Incomes of a general educational organization for the fiscal year” are also shown in dynamics over the past two and current financial periods.
- “Expenditures of a general education organization” contains quantitative indicators in the proportion of total expenditures under the following items: remuneration of employees, maintenance of property, development of a general education organization, and other expenses.
- “Efficiency of management of financial resources of a general education organization” includes indicators of the average wage of all categories of workers, the amount of funds per student, and a place in the ranking of educational results.
- “The results of the work of the general education organization” completely copies the criteria and indicators of the rating of the general education organizations of the region for the current period.

If a candidate who holds the position of the head of a general education organization has not passed certification for compliance with qualification requirements, then the employer will receive a legal basis in order to revise the conditions of the employment contract. Including completely dissolve it, based on clause 3 of part 1 of article 81 of the Labor Code of the Russian Federation.

Certification assessment systems for general education leaders in each US state are individual; school models are developed based on local conditions and the requirements of state education departments [8, 9].

In the evaluation system of the heads of educational institutions in Germany (improving the quality of education, providing schools with qualified personnel, making optimal and appropriate use of them in accordance with professional training and personal abilities, encouraging their continued professional growth), “job evaluation” (or certification of teaching staff) was introduced as a professional career. The circle of persons under the “performance appraisal” procedure is provided for in a regulatory official document directly related to personnel certification: “Directives: teacher appraisal” [10].

The functions of the head of a general education organization in France include the performance of duties that require the knowledge and special skills specified in Circular 2014–163 dated December 1, 2014, regarding the professions of school principals. To do this, one must pass a special training before taking office. A director is appointed for national schools in the regions by the Minister’s Order for a period of three years with the possibility of renewal once, after conducting consultation with the board of directors [11, 12].

Candidates for the post of the head of a general educational organization in Italy, admitted to the final course of the competition, are declared the winners and are recruited according to the rating list in accordance with paragraph 3 of article 39 of the Law No. 449 of December 27, 1997. The period of study and trial is governed by article 29 of the Legislative Decree No. 165 of March 30, 2001 [13].

4. Discussion

Thus, having reviewed the state of the existing Russian regional and foreign orders for attestation of the heads of educational institutions, the authors of the article conclude that the candidate attestation system does not have a procedure for protecting a management project.

The authors of the article believe that when developing questions for testing, it is necessary to strengthen their practice-oriented orientation, which allows assessing the candidate’s knowledge and skills in the field of management decision making.

5. Conclusion

An important task of the management of general education in the Russian Federation is a common and, most importantly, unified state policy in the educational system. At the same time, the priority of education should remain proclaimed and be consistently implemented in political practice with the help of analysis and a systematic approach regarding the problems and tasks that arise, as applied to the system of certification of heads of educational institutions.

At the same time, a modern understanding of the system of certification of general education organizations should be based on the principles of freedom of choice by an individual of their professional career, which makes it necessary to solve the problems of improving the socio-economic status of heads of educational organizations, as well as the formation of professional mobility as an integral personality trait of a modern leader.

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