

Abstract

for the thesis «**Formation of managerial competency in future specialists of preschool organizations through information and communication technologies**» by **Abilbakieva Galiya Turysbekovna** to obtain the degree of Doctor of Philosophy (PhD) on specialty “6D010100 – Pre-school education and training.

The relevance of the research. Nowadays, one of the main principles of strategic development of our country is the manifestation among the highly developed countries; in this respect, the importance of training pedagogical personnel capable of solving a wide range of tasks aimed at achieving a new modern quality of education is growing.

In this case, the urgent task for the educational system is the formation of a forward-looking type of professional for preschool organizations - a pedagogical employee-manager with managerial competence.

In this regard, the Address of the President N.Nazarbayev to the people of the Republic of Kazakhstan “The growth of well-being of Kazakhstanis: improving income and quality of life” emphasized: “A special place of preschool organizations, in which the basics of thinking, mental and creative abilities, new skills of preschool children are formed from childhood. The special attention is paid to the 4K model in education: the development of creativity, critical thinking, communication and the ability to work in a team. In this area, it is necessary to reconsider the requirements of qualification for educators and the method of training educators”.

The fundamental improvement of training of high-quality specialists for preschool organizations will be aimed at solving the problems of the country's education system in accordance with new modern requirements. In this context, the one of the priority areas of informatization of education is the widespread use of innovative processes in the preparation of future pedagogical specialists.

The government of the Republic of Kazakhstan has adopted the state program "Digital Kazakhstan", aimed at creating conditions for the transition of the country to a fundamentally new trajectory of development. The one of its objectives is to establish increased digital literacy in secondary, technical, vocational, and higher education. In this regard, one of the topical issues of pedagogical science is the study of the problem of the full use of information and communication technologies in the formation of the professional qualities and managerial competences of future specialists of the preschool education.

The essence and content of information and communication technologies in the formation of managerial competencies of future specialists of preschool organizations are reflected in the views of philosophers, psychologists and specialists from ancient times and systematized in accordance with the requirements of modern society. Analyzing the work of domestic and foreign researchers on this topic, we found that the issues of formation the competencies of future specialists of preschool organizations and the use of information and communication technologies are considered in different ways and are classified as follows:

- J.Dewey, M.Mead, W.Waller, P.A.Sorokin, A.N.Nysanbayev, G.Zh. Nurysheva and other scholars interpret competency as one of the personality traits, representing involvement in an activity, aspiration, desire, claim, a combination of knowledge and high moral standards;;

-Sociologists such as M. Weber, O. Durkheim and G. Spencer pay attention to the fact that a person's competence lies in the unity of social status, his lifestyle and professional knowledge;

- Prominent psychologists: L.S. Vygotsky, P.Ya. Galperin, V.V. Davydov, L.S. Rubinstein, A.A. Dergach, K.B. Zharykbayev, J.I. Namazbayeva, O.S. Sangilbayev based the formation of competencies on practical psychological theory;

- The problems of professional competency in pedagogy are considered in the works of A.K. Markova, V.U. Krichevsky, G. Menlibekova, T.B. Kenzhebekov, Sh.T. Taubaeva, N.N. Khan and K.S. Kudaibergenova;

- Management theory, revealing the methodological foundations of effective management were studied by: P. Drucker, T. Peterson, F. Taylor, A. Fayol; Education management, in-school management in CIS pedagogy: Yu.A.Konarzhevsky, M.P. Kondakov, M.M. Potashnik, P.I. Tretyakov, T.I. Shamova, I.A. Zimnaya;

- General theoretical foundations of managerial competency were examined by I.V. Bestuzhev-Lada, E.V. Bondarevskaya, I.A. Ilyin, V.A. Kan-Kalik, L.N. Kogan, N.V. Kuzmina, I.V. Lerner, V.I. Liaudis, A.V. Belenkaya, E.L. Tonkonogaya, A.L. Tryapitsyna;

- The problems of forming competency on improving the educational process, for preparation of future specialists for the use of information technologies, the formation and information culture from different positions were researched by: M.P. Lapchik, E.Y. Bidaibekov, T.O. Balykbaev, V.V. Grinshkun, Zh.A. Karaev, G.K. Nurgalieva, L.L. Bosova, S.M. Kenesbaev, G.U. Syzdykbaeva, B.T. Barsay, K.T. Muldabekova, A.K. Moshkalov, N.T. Sartaeva;

- The issues of work and management of preschool organizations were considered by K.Yu. Belaya, L.M. Volobueva, S.O. Yezopova, L. Pozdnyak, N.I. Khrapchenkova, F.N. Zhumabekova, A.E. Mankesh, S.N. Zhienbaeva, S.O. Arzanbaeva, A.T. Iskakova;

- Technologies for the formation and enhancement of professional competency of the heads of educational institutions are reflected in the works of scientists such as T. I. Shamova, G.K. Akhmetova, Z.A. Isaeva, G.D. Umirbekova, N.A. Abishev, T.M. Baimoldaev, A.A. Zhaytapova, Z.M. Sadvakasova.

However, the study revealed that the problem of the formation of managerial competency of specialists of pre-school education was not the subject of special study. Nonetheless, there is insufficient use of the potential of ICT in the study of professional disciplines for the training of specialists with a high managerial level in universities.

This gives rise to the following **contradiction** between:

- Insufficient orientation of the modern University in the formation of managerial competencies via ICT and information society in the preparation of future specialists in accordance with the requirements of social development;
- The insufficiency of scientific, theoretical and methodological support for the formation of this quality of future specialists of preschool institutions and the need of society for specialists with formed managerial competence.

These contradictions served as the basis for studying the problem of professional training and determining the specific conditions for the formation of the managerial competence of future specialists of preschool education by means of information and communication technologies, developing a methodology, conducting an experiment, and choosing the research topic as «**Formation of managerial competency in future specialists of preschool organizations through information and communication technologies**».

Purpose of the research: theoretically substantiate the formation of managerial competence of future specialists of preschool organizations by means of information and communication technologies, develop a methodology and experimentally verify its effectiveness.

Object of the research: the process of training specialists of the future preschool organization at the university.

Subject of the research: the formation of managerial competency of future specialists of a preschool organization through information and communication technologies in the process of professional education.

Hypothesis of the research:

If the process of formation of managerial competency in future specialists of preschool organizations through information and communication technologies is theoretically justified, the effectiveness of the proposed structural-substantive model is proved in practice, the methodology is implemented in the practice of the university, then the possibilities for the formation of the studied quality in future specialists will increase, as it provides informatization of the training process for future specialists of preschool organizations.

The aim of the study was clarified by the following **main objectives** for the implementation of the proposed hypothesis:

1. Theoretically substantiate the formation of managerial competence of future teachers of preschool organizations through information and communication technologies.

2. Clarify the essence and content of the concepts of “managerial competency”, “managerial competency of future specialists of preschool organizations”.

3. Construct a structurally meaningful model for the formation of managerial competency of future specialists of preschool organizations using information and communication technologies.

4. Develop a methodology for the formation of managerial competency of future specialists of preschool organizations through information and communication technologies, experimentally verify its effectiveness and offer scientific and methodological recommendations.

Leading idea of the research: the methodology aimed at the formation of managerial competencies of future specialists of preschool organizations through information and communication technologies, contributes to the development of their research quality, will provide conditions for the development of a competent, competitive professional that meets the requirements of the information society.

Theoretical and methodological basics of the research: key research positions of problems in philosophical, psychological and pedagogical works, scientific concepts of the formation of managerial competency, management theory, the theory of the educational process of training teachers of preschool organizations; competency-based, activity-oriented, personality-oriented, systemic, informational approaches to the organization of research activities

Sources of the research: The Law of the Republic of Kazakhstan “On Education”, the State Education Informatization Program, sectoral programs and concepts of education informatization of the Ministry of Education and Science, State obligatory standard of preschool education and training. Scientific works of scientists of domestic, foreign countries and the CIS, published on the topic of information and communication technologies, management, competence, the works of psychologists and educators, university curricula, textbooks, teaching aids and other documents.

Methods of the research: philosophical, pedagogical, psychological, research methods (analysis, generalization, classification, modeling, etc.); empirical (pedagogical control, oral and written survey, questionnaire, pedagogical experiment, the study of documentation, the method of independent expert evaluation); mathematical statistical methods (registration, qualification, scaling of received data).

Base of the research: Abai Kazakh National Pedagogical University, Institute of Pedagogy and Psychology, students specializing in "Preschool education and training". The experiment involved 119 students.

Scientific novelty and theoretical significance of the research:

- The formation of managerial competency of future specialists of preschool organizations through information and communication technologies has been theoretically substantiated;

- The essence and content of the concepts of "managerial competency", "managerial competency of future specialists of preschool organizations" have been clarified;

- A structurally meaningful model for the formation of managerial competencies of future specialists of preschool organizations through information and communication technologies has been developed;

- A methodology has been developed for the formation of managerial competency of future specialists of preschool organizations through information and communication technologies, its effectiveness has been experimentally verified and scientific and methodological recommendations have been proposed.

Practical significance of the research:

- The content of basic compulsory disciplines in the specialty “Preschool education and training” is enriched by the volume of topics aimed at forming the

managerial competence of future specialists of preschool organizations using information and communication technologies;

- The content of the programs of basic compulsory disciplines has been developed (Work of the methodologist of preschool organizations, Modern technologies of preschool education), providing with professional pedagogical, managerial knowledge:

- The program and plan of "Educator - manager" club have been developed; the work was organized to ensure the development of managerial skills of future specialists;

- The elective course "Formation of managerial competency in future specialists of preschool organizations through information and communication technologies" was developed and introduced into the educational process;

- The educational information portal «Balabaksha» has been developed, which contributes to the comprehensive development of managerial competency of future specialists of preschool organizations.

The methods developed in the research work can be used in the process of training university students, in the system of advanced training of a future specialist in pre-school education and in the practical activities of pre-school specialists.

Issues to provide for the presentation:

1. Managerial competency is a set of professional and personal abilities and managerial knowledge, skills that ensure the adoption of managerial decisions through information and communication technologies.

2. Managerial competency of future specialists of preschool organization is a set of universal and professional skills, allowing not only to effectively manage the educational process, but also to overcome the difficulties encountered in solving the problem of professional activity. It is, in every way, will have an impact on the improvement of managerial competence of pre-school educators, and development of their pedagogical skills.

3. The structurally substantive model of the formation of the managerial competency of future specialists of a preschool organization is the unity of the targeted, substantive, active, reflective components and the corresponding criteria, indicators.

4. Methodology for the formation of managerial competency of future specialists of preschool organizations by means of information and communication technologies: appendix to the content of basic compulsory disciplines (Work of a methodologist of preschool education, Modern technologies of preschool education), which equip students with professional pedagogical, managerial knowledge, also «Educator-manager» club, and educational information portal «Balabaksha», elective course "Formation of managerial competency of future specialists of preschool organizations by means of information and communication technologies".

Testing and implementation of research results of the thesis: the main results of the dissertation are published in 15 articles. Of these, 3 articles were published in scientific journals recommended by the Committee for Monitoring Education and Science under the Ministry of Education and Science of the Republic

of Kazakhstan, 1 - in foreign publications, included in the Scopus database, 5 - in Sourcebook of international scientific conferences, including 3 - in foreign scientific conferences, and 3 - in foreign scientific journals.

Structure and content of the thesis: The thesis consists of an introduction, two chapters, conclusion, list of references and appendix. The volume of work comprises 108 pages, 16 tables, 19 figures. The list of references consists of 150 sources.