

## FORMING AN INNOVATIVE ENVIRONMENT IN PRESCHOOL EDUCATION AND DEVELOPING MANAGEMENT ACTIVITIES

<https://doi.org/10.5281/zenodo.17373648>

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### **Abstract**

The article studies the impact of creating an innovative environment in preschool educational organizations on management activities. By analyzing elements such as modern technologies, space organization, and creativity stimulation, it shows ways to enhance directors' leadership qualities. Practical recommendations and examples are provided.

### **Keywords**

innovative environment, preschool education, management development, educational technologies, creativity, space organization.

Creating an innovative educational environment that contributes to experimentation and innovative decision-making is a fundamental condition for the development of managerial activity [1]. This includes the introduction of modern educational technologies and programs for managing the educational process, organizing the space of a preschool educational organization in such a way as to promote open communication between teachers and children, creativity, and innovation.

The formation of an innovative educational environment is of great importance in the development of managerial activity of directors of preschool educational organizations. This process requires not only the introduction of modern educational technologies, but also the creation of a creative and open environment between teachers and children. An innovative environment serves to increase the leadership skills of directors, improve decision-making processes, and make the educational process more effective. The main aspects of this process and practices in Uzbekistan are discussed in more detail below.

Creating an innovative educational environment is an integral part of preparing heads of preschool educational organizations for effective management and leadership [2]. An innovative environment enriches the learning process by encouraging innovative decision-making and supporting a culture of continuous

improvement and creativity. Implementation of modern educational technologies and programs: The use of advanced technologies such as interactive whiteboards, educational programs and learning process management programs helps to optimize teaching and learning.

These tools can improve the availability and quality of educational materials, as well as create new opportunities for educators to develop educational programs and techniques [3]. Organization of the space of preschool educational organization: A well-thought-out organizational space plays an important role in shaping the learning environment. Places that contribute to open communication, creativity and innovation not only stimulate children's educational activities, but also contribute to the professional interaction and development of staff.

These include flexible learning spaces, spaces for creativity and relaxation, and spaces for collaboration and exchange of ideas between educators [4]. Results of implementing an innovative learning environment: increased motivation and participation. A creatively organized space and the use of modern technologies can significantly increase the motivation and participation of students and teachers. This contributes to a deeper immersion in the learning process and increased learning efficiency.

Modern educational technologies are one of the main components of an innovative environment. Tools such as interactive whiteboards, digital learning platforms, virtual reality (VR) and augmented reality (AR) increase the involvement of children in the learning process. For example, through VR technology, children can study natural phenomena through virtual trips or develop mathematical skills through interactive games. In recent years, experiments have been carried out in Uzbekistan to introduce such technologies. Digital platforms are being tested in some preschool educational institutions in Tashkent, which will allow directors to develop skills in managing new technologies and integrating them into the educational process.

The use of digital platforms not only increases children's educational achievement, but also strengthens the project management skills of principals. For example, when implementing new software, principals take on responsibilities such as allocating resources, training staff, and ensuring parental satisfaction. This develops their strategic planning and teamwork skills. In international experience, for example, in countries such as Australia and Canada, digital educational platforms are widely used in preschool education, which greatly helps principals in optimizing the educational process.

Stimulating creativity and innovation: An innovative environment encourages both educators and children to try and learn new approaches and ideas. This not

only improves current educational practices, but also leads to the development of new methods and techniques of education and upbringing [5]. By supporting and developing such conditions in preschool educational organizations, the quality of managerial activities and the educational process can be significantly improved, which ultimately leads to the formation of a high-quality educational experience for all participants.

One of the important aspects of an innovative environment is the careful organization of the space of a preschool educational organization. Open-space educational environments stimulate cooperation and creativity between children and educators. For example, in Scandinavian countries, flexible learning zones, special places for creative activities, and comfortable environments for recreation are widespread in preschool institutions. This approach helps directors to develop teamwork and creative approaches. Such experiences are also being introduced in Uzbekistan, for example, open-space classrooms and creative studios are being created in newly built preschool institutions.

An innovative environment has a positive impact on children's educational achievements and the work of educators. International studies show that the use of digital technologies can increase children's academic achievement by 15-20%. For example, interactive games develop children's problem-solving and creative thinking skills. Although the introduction of such technologies in Uzbekistan is still at an early stage, pilot projects are being successfully implemented in large cities such as Tashkent and Samarkand.

An innovative environment for educators allows them to try out new methods and enrich the learning process. For example, programs based on the STEAM (Science, Technology, Engineering, Arts, Mathematics) methodology help principals develop skills in managing innovative projects. In Uzbekistan, STEAM programs are being introduced in preschool educational institutions, which allows principals to gain experience in applying modern educational approaches.

The introduction of an innovative environment requires flexibility in education policy. It is necessary to give principals more autonomy, provide financial support for the introduction of new technologies, and reform the regulatory framework. In recent years, such reforms have been actively implemented in Uzbekistan. For example, in 2024, the Ministry of Preschool Education of the Republic of Uzbekistan organized special seminars for directors within the framework of the "Innovative Education" project. These seminars helped directors develop skills in the introduction of digital technologies and management of an innovative environment. In addition, special grants are being allocated to preschool educational institutions to develop digital infrastructure. These grants

allow directors to purchase new technologies and train staff. For example, interactive whiteboards and digital learning platforms were introduced in a number of preschool educational institutions in Tashkent, which made the managerial activities of directors more effective.

The organization of space directly affects the management skills of principals. For example, in the process of designing flexible learning spaces, principals take on responsibilities such as budget management, resource allocation, and collaboration with staff. This process develops their strategic planning and project management skills. In Uzbekistan, for example, projects are being implemented in partnership with UNICEF to introduce open learning environments, which will allow principals to gain experience in creating modern learning environments.

Creating an innovative environment for principals helps to develop leadership skills. For example, in the process of introducing technologies, principals learn to manage projects. This strengthens their decision-making abilities. The Uzbek education system has programs to create such an environment, which encourage principals to innovate [6].

The effectiveness of an innovative environment can be measured. For example, in terms of children's creative activity indicators or the level of application of new methods by teachers. This approach improves management activities. In short, an innovative environment ensures that preschool education meets modern requirements.

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