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Abstract

The article examines the management competencies of the leading personnel of children's music and art schools. The management mechanism and procedure of children's music and art schools are reflected.

Keywords: music direction, art direction, concertmaster, pedagogical council, instrument, children's music and art school.

Introduction

The President of the Republic of Uzbekistan Shavkat Mirziyoyev at the opening ceremony of the twelfth international music festival "Shark Taronalari", which was attended by 340 guests from 75 countries of all continents, stated that "Music has an incomparable divine influence that cannot be measured or compared."

Today, the reforms being implemented in the field of education pose a number of tasks for us to radically improve the system of music education, organize the activities of music schools and art schools at the level of modern requirements, and provide them with qualified pedagogical assistance.

Children's music and art schools are considered extracurricular education and operate in accordance with the Regulations "On children's music and art schools", approved by Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 144 dated May 5, 2016.

The children's school of music and art in its activities is guided by the Constitution and laws of the Republic of Uzbekistan, decisions of the chambers of the Oliy Majlis of the Republic of Uzbekistan, decrees, resolutions and orders of the President of the Republic of Uzbekistan, decisions of the Cabinet of Ministers of the Republic of Uzbekistan, the Charter, other regulatory legal documents and the charter.

The standard charter of a children's music and art school is approved by the Ministry of Culture of the Republic of Uzbekistan.

The main goal of the children's music and art school is to develop the interest and abilities of the younger generation in music and art, increase their social activity, and educate them in a spirit of respect for the traditions and national values of our country people, and raise their spiritual and educational level in every possible way.

Also creating ample opportunities for the spiritual and aesthetic development of students; improving students' talent in all aspects, increasing their cultural level;



creating the necessary conditions for introducing students to national and world music, high examples of fine art and masterpieces of the classical musical heritage of the Uzbek people; formation of high moral qualities in students based on the holistic integration of national and universal values;

attract students to the world of music and art, teaching them the basics of general music, choreography, theater arts, fine and applied arts;

The main objectives of the children's music and art school are to prepare talented students to continue their education in secondary and vocational schools in the field of music and art.

A children's music and art school is being created by decision of the Council of Ministers of the Republic of Karakalpakstan, regional khokimats and the city of Tashkent.

Educational work in the children's school of music and art is carried out on the basis of curricula and educational programs approved by the Ministry of Culture of the Republic of Uzbekistan.

The management of the children's school of music and art annually organizes enrollment in June and August.

Admission of students to the children's school of music and art is carried out within the quotas established by the Ministry of Culture of the Republic of Uzbekistan.

Admission standards are formed taking into account the capabilities of the children's music and art school, the material and technical base, the level of staffing, the needs and requirements of educational areas.

To conduct entrance tests to a children's school of music and art, an admissions committee of 5 people is formed by order of the director of the institution.

The admissions committee includes the director of the institution, the deputy director for educational work and the teaching staff. The chairman of the admissions committee is the director of the institution.

The founders of the children's music and art school are the Council of Ministers of the Republic of Karakalpakstan, akimats of the regions and the city of Tashkent.

The general activities of the children's music and art school are coordinated by the Ministry of Culture of the Republic of Uzbekistan.

The direct management of the children's music and art school is carried out by the director, appointed and dismissed by the Ministry of Culture of the Republic of Karakalpakstan, the heads of the cultural departments of the city of Tashkent and regions in agreement with the Ministry of Culture of the Republic of Karakalpakstan.

The director of a children's music and art school is directly responsible for organizing the organizational, legal, educational, spiritual, educational, and financial and economic activities of the institution.

Qualification requirements for the position of director of a children's music and art school are determined by the Ministry of Culture of the Republic of Uzbekistan.

In managing a children's music school and art school, the school director and deputy director are assigned a number of tasks.

**The responsibilities of the director include:**

general management of the children's music and art school;
selection of personnel, placement and formation of their reserve;
creating the necessary conditions for teachers and other employees to carry out their activities;
control over student discipline, level of knowledge, organization and content of activities carried out outside school and class;
organizing the necessary work to orient students in the profession;
maktabning xarajatlar smetasiga rioya etilishini nazorat qilish;
ensuring compliance with labor discipline, sanitary rules, norms and hygiene regulations, labor protection, fire and equipment safety;
supervision of counseling classes for children throughout the year and their preparation for school entrance exams;
establishment of mutual relations between secondary schools, non-school educational institutions, culture houses, clubs;
organizing work with parents and the public;
report to higher authorities according to their submission;
imposing disciplinary sanctions within the scope of the labor legislation against the employees who violated their labor duties within the scope of their authority;
presentation to incentives and rewards of pedagogues and other employees of the school;
conclusion and termination of employment contracts with pedagogues and administrative staff.

The responsibilities of the assistant director for educational work include:

control the content of educational works and working documents;
providing methodological support to teaching staff;
organization of educational, methodological and spiritual-educational work;
access to educational activities in order to analyze the teaching method;
monitor compliance by the teaching staff with the internal regulations of the children's music and art school;
submit to the director of the children's music and art school for the creation and approval of plans for educational work, lesson schedules, open lesson plans, test exams, information about teachers, tariffs for educational activities;
act as director in his absence;
control of the teaching staff's implementation of lesson schedules, educational, methodological, educational and extracurricular work.
The director of a children's music and art school and his deputy for educational work can engage in teaching activities in accordance with labor legislation in their additional specialties.

**The responsibilities of the Assistant Director for Economic Affairs are as follows:**

manage the household, monitor the preparation of children for classes in music and art schools;

develop measures for the targeted use of children's music and art school funds within their powers and ensure their targeted use;

analysis of the results of financial activities, ensuring full fulfillment of contractual obligations on time, the formation of extra-budgetary funds from various sources of financing not prohibited by law, and monitoring their effective use;

full accounting of receipt of goods and fixed assets;

implementation of measures to attract additional financial and material resources and provide the necessary social and living conditions for employees and students;

ensuring the storage and effective use of training equipment, equipment and other teaching aids;

organizing the development of the material and technical base, regular organization of the technical condition and equipment of buildings and additional facilities;

receiving equipment delivered to the children's music and art school in the prescribed manner, carrying out the correct distribution of equipment among classes and other premises;

in preparation for the autumn-winter season, determine the needs for coal, liquid fuel, natural gas and electricity and provide information to the director of the children's music and art school, as well as ensure the quality and storage of the resulting fuel ;

manage the improvement, landscaping and cleaning of areas adjacent to the children's music and art school, coordinate the work of the subordinate department and technical service personnel;

compliance with the requirements of sanitary rules, norms and regulations of hygiene, labor protection, technical and fire safety rules.

The pedagogical council is created to discuss the most important issues related to the activities of the children's music and art school, solve problems and formulate plans for the future. The pedagogical council is the highest governing body of the institution.

The pedagogical council includes the director of the children's music and art school and the teaching staff. Meetings of the pedagogical council are held at least five times during the academic year. It is headed by the director of the children's music and art school. In the absence of the director, the chairmanship is carried out by the deputy director for educational work.

The tasks of the pedagogical council are defined in the charter of the children's music and art school.

The Chairman of the Pedagogical Council constantly monitors the implementation of decisions made by the Council.

Analysis and results. The total number of children's music and art schools in 2017 was 305. Today, 90,085 students study under the guidance of 13,174 teachers in 14 disciplines in 325 children's music and art schools.



Music is burning

1. Piano
2. Stringed instruments
3. Pop music performance
4. Folk instruments
5. Wind and percussion instruments
6. Traditional musical performance
7. Traditional singing
8. Academic singing
9. Pop singer
10. Kindness

Art is on fire

11. Choreography
12. Fine art
13. Practical art
14. Theater art

On the number, capacity, number of students and teachers of republican children's music schools and art schools in the region

INFORMATION

T/r	Areas	The number of children's music and art schools	Capacity of educational institutions	Number of pupils	Number of teachers
1	Republic of Karakalpakstan	24	3900	7913	937
2	Andijan region	29	4600	7744	1242
3	Bukhara region	18	2950	4733	760
4	Fergana region	30	5600	8946	1577
5	Jizzakh region	15	2550	3467	442
6	Namangan region	22	3450	4536	735
7	Navoi region	13	1900	3729	526
8	Kashkadarya region	25	3950	6083	945
9	Samarkand region	33	4950	9620	1533
10	Sirdarya region	15	3200	4054	607
11	Surkhondarya region	20	2300	3835	604
12	Tashkent city	30	5300	8738	1272
13	Tashkent region	33	5350	11680	1321
14	Khorazm region	18	2800	5007	673
	Total	325	52 800	90085	13174

Until 2008, children's music and art schools provided training in 9 areas, taking into account the interests of children and regional characteristics; in addition to the curriculum, five more arts, theater arts, fine arts, applied arts and academic science were added a voice was presented. Today, children's music and art schools teach students the secrets of world and national music in 53 specialties in 14 areas.

The reforms to improve the activities of children's music and art schools are based on the noble goal of forming an educated, deeply spiritual, broad-minded generation, as well as developing the talent of boys and girls.

The heart of a person who feels art with his heart, who is familiar with it from childhood, will learn to be kind. Good music is the most important means of properly developing a child's artistic and aesthetic taste, spiritual and moral qualities, and worldview.

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