

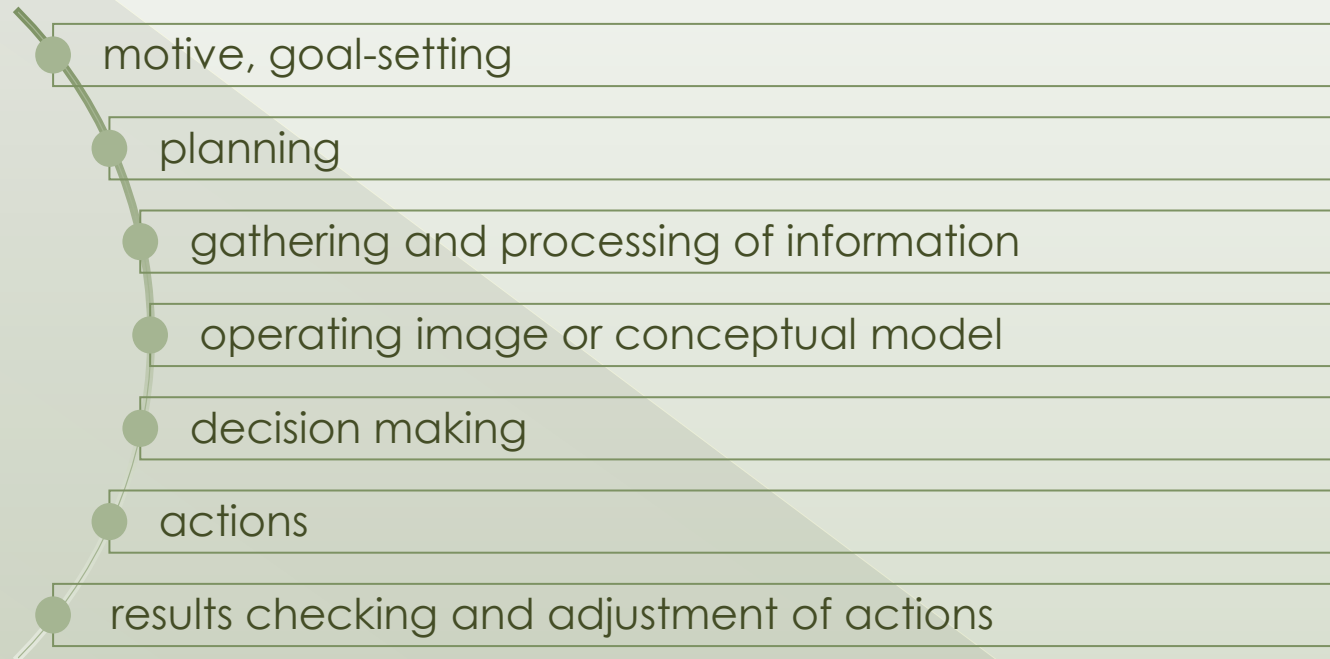
How did functional composition of school management change at the present stage

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Astana
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What do we discuss today

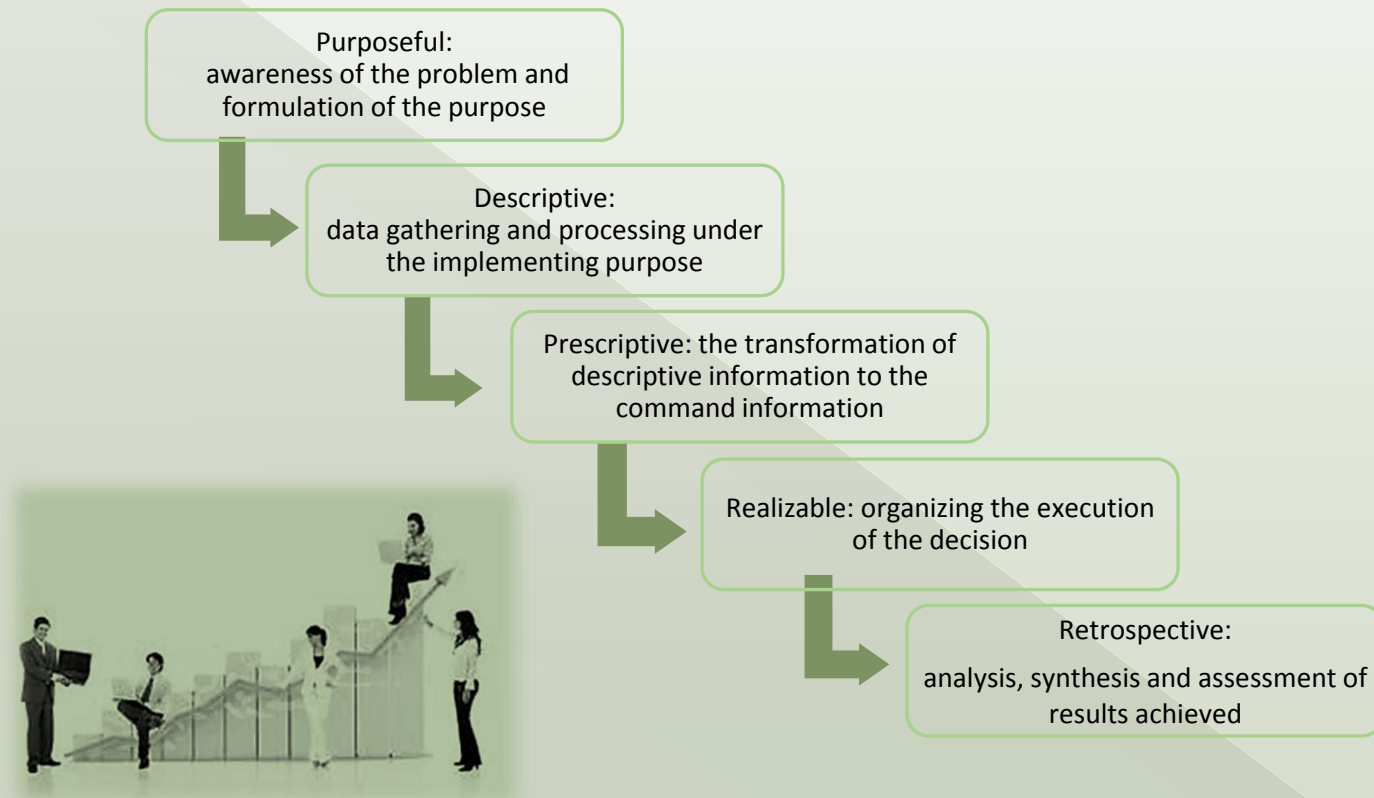
- Systematic schemes of functional composition of administration from various scientific schools of management
- Series of administration activity in modern school
- What is the difference in administration functions of yesterday and future?
- Results of school directors' inquiry
- Conditions for effective performance of the functions
- Why are changes of functional composition of administration activity important?

D. Mercer (1991), notes the flexibility of constructing any kind of activity, including management and highlights the major functional components ...



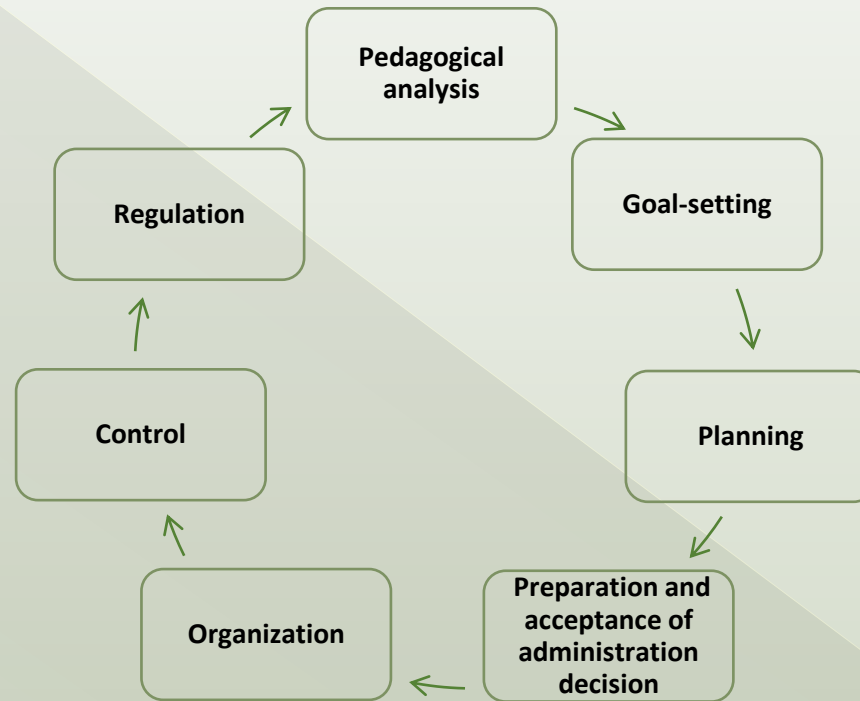
Systematic scheme of functional composition of administration activity
according to D. Mercer

M. Markov (1982) considers five phases of administration activity



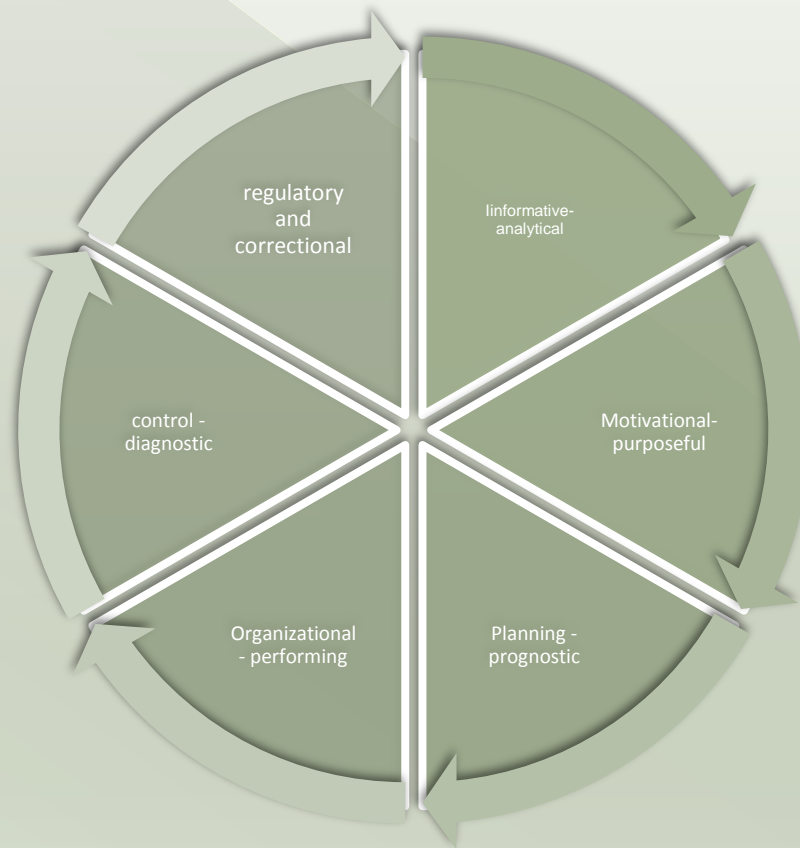
Five phases of administration activity according to M. Markov

Y.A. Konarzhevsky (2000) includes following functions in the cycle of administration activities



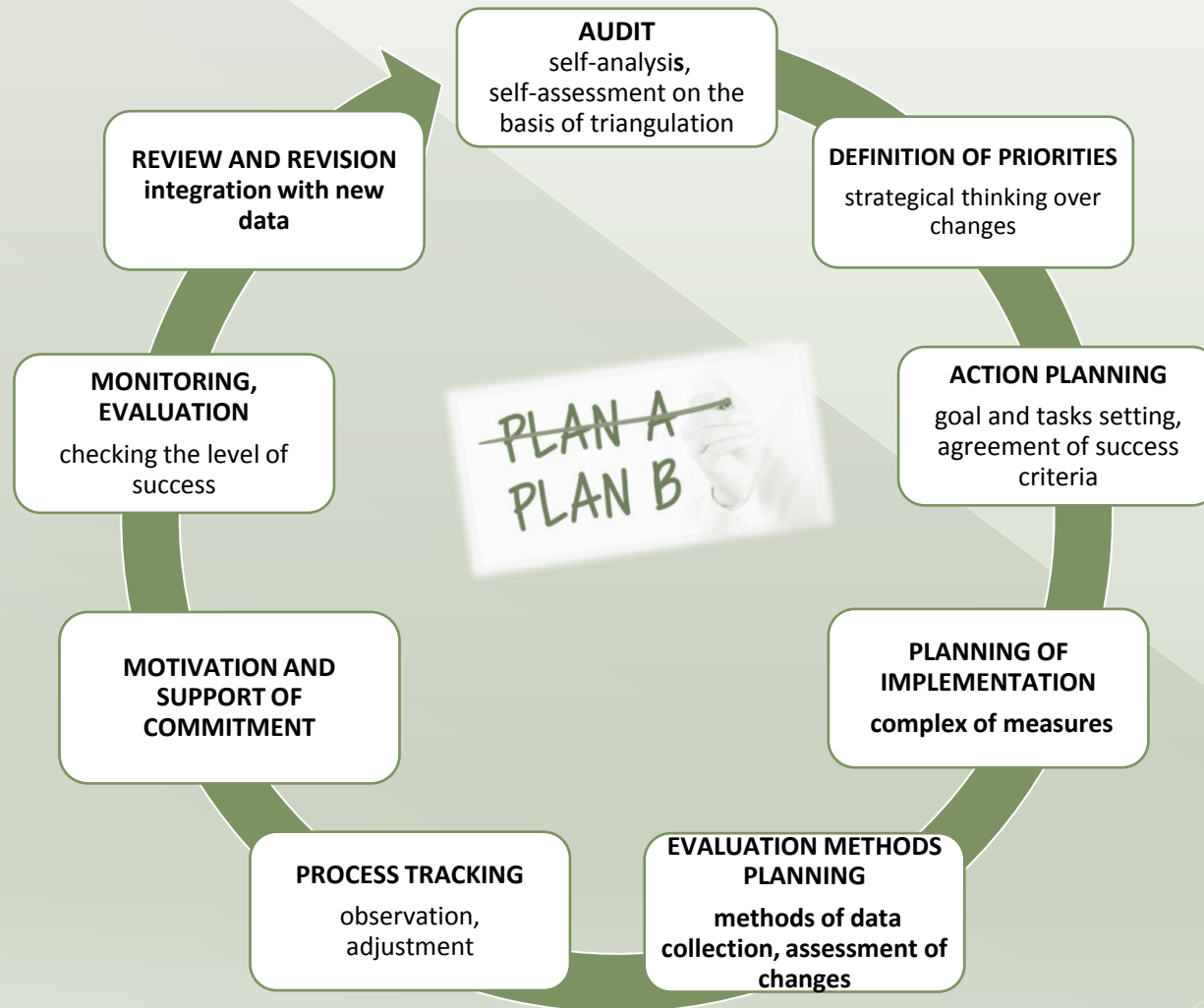
Five phases of administration activity according to Y.A. Konarzhevsky

P.I. Tretyakov (2001): in respect to the school administration functions have specific features and sub-functions.



Functions of
administration according
to P.I. Tretyakov

2013. The functional composition of the management cycle in the context of the Programme of in-service training of heads of comprehensive institutions of Kazakhstan, developed jointly with the Faculty of Education, University of Cambridge



What was changed in functions of school director?

analysis on the basis of triangulation of opinions of learners, parents, staff

planning of changes

definition and agreement of success criteria

planning of evaluation methods

motivation and support of devotion

evaluation, checking the level of success

Changes are doomed to failure if the school directors lack of:

- ✓ *understanding of the need for change;*
- ✓ *support of initiatives for the changes at a lower level;*
- ✓ *belief that the changes will really help strengthen school.*

What is the difference of the functional composition of the administration activity of the modern director of the school?

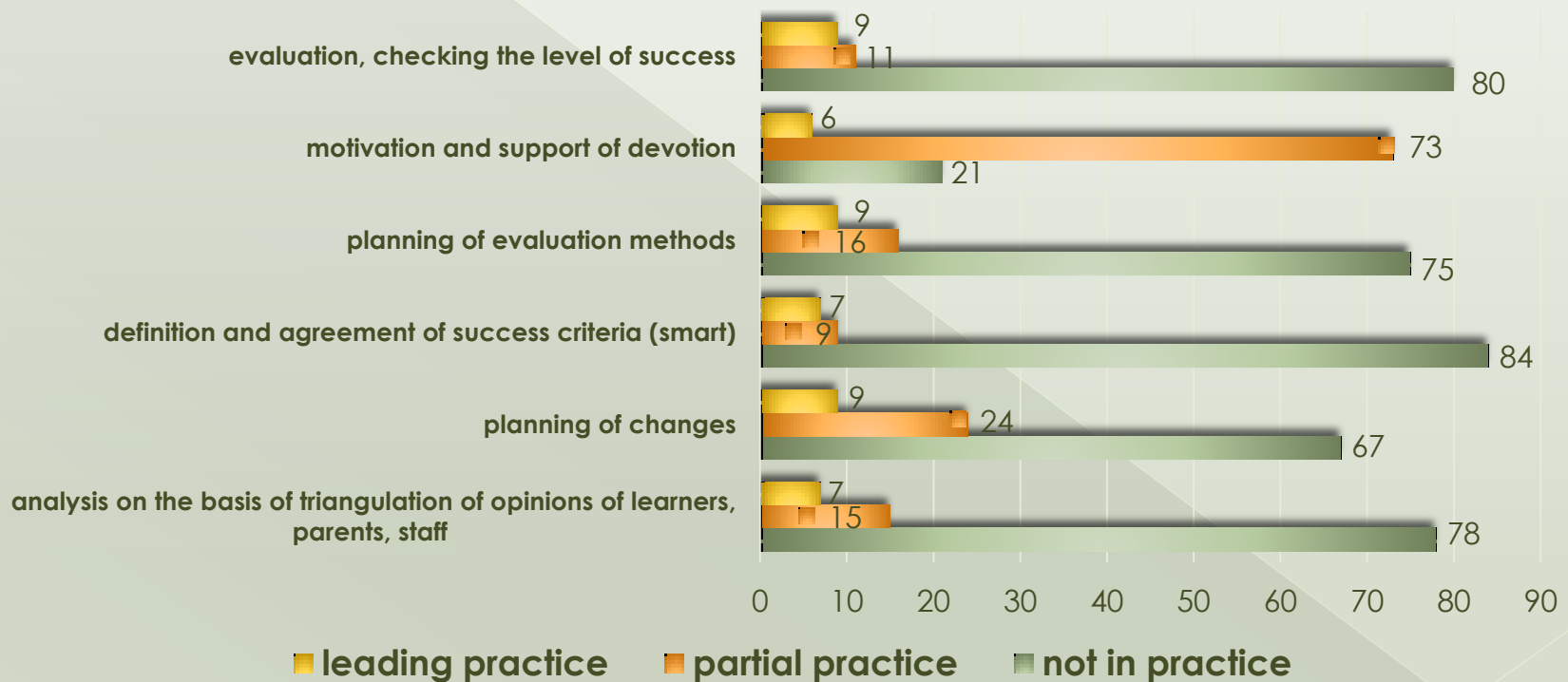
Traditional general functions of administration	Modern functions and sub-functions
PEDAGOGICAL ANALYSIS	AUDIT self-analysis, self-assessment on the basis of triangulation
	DEFINITION OF PRIORITIES strategical thinking over changes
GOAL-SETTING	SMART GOAL SETTING (targets are specific, defined in time, realistic, achievable, measurable)
PLANNING	ACTION PLANNING goal and tasks setting, agreement of success criteria
	PLANNING OF IMPLEMENTATION complex of measures
	EVALUATION METHODS PLANNING methods of data collection, assessment of changes
ORGANIZATION	IMPLEMENTATION OF MEASURES
CONTROL	PROCESS TRACKING observation, consulting
	MOTIVATION AND SUPPORT OF COMMITMENT
	MONITORING, EVALUATION checking the level of success
REGULATION	REVIEW AND REVISION integration with new data

2015-2016.

Results of school directors' inquiry.

Number of respondents – 98.

What of these functions do you apply in your practice of administration activity? (%)



What does the director need to effectively implement administrative functions?

Understanding of
leadership and
distributed
leadership

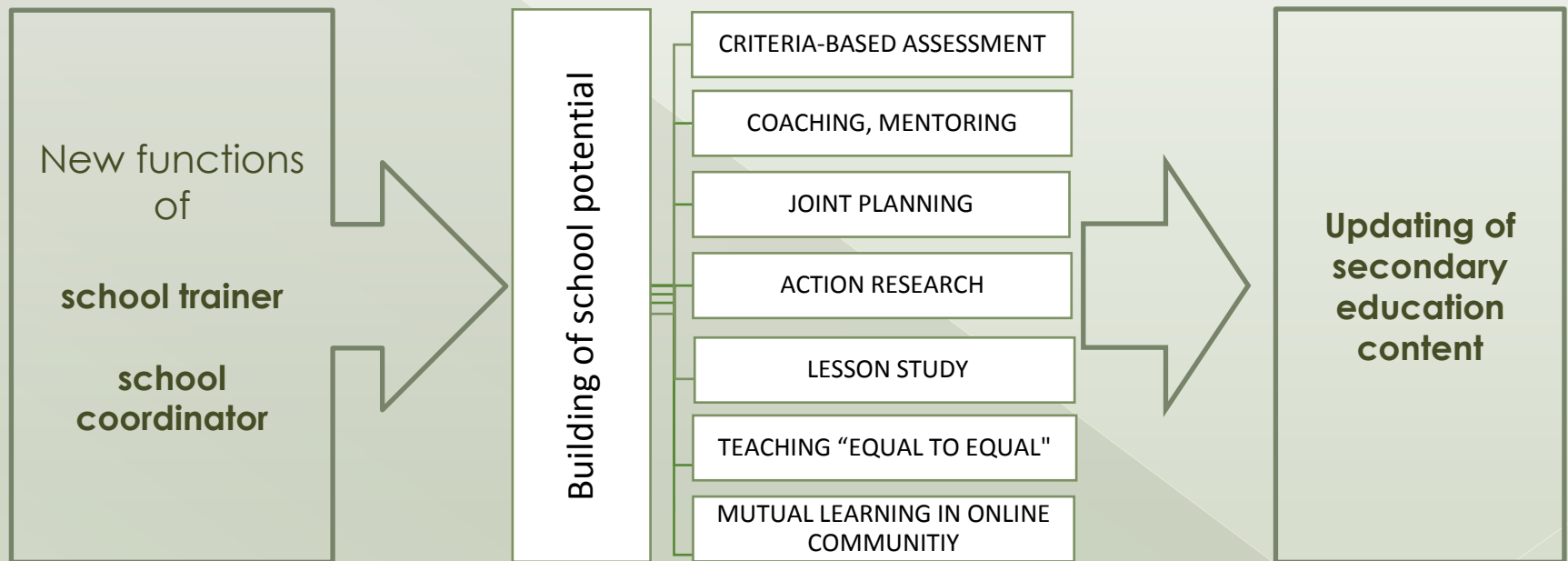
Personal qualities of
director and social
communication skills

Motivating style of
administration

Joint planning and
teamwork

Administrative, research
and analytical skills

Why are changes of functional composition of administration activity important?



Thank you for your
attention