

## SYSTEM OF FORMATION OF DEVELOPMENT OF FUTURE HEADS' OF GENERAL EDUCATIONAL INSTITUTION READINESS FOR STRATEGIC MANAGEMENT IN MASTER'S DEGREE COURSES

*Olha V. Lebid*, Doctor of Pedagogy, Associate Professor at the Department of Pedagogy and Psychology, Alfred Nobel University, Dnipro (Ukraine). E-mail: swan\_ov@ukr.net

DOI: 10.32342/2522-4115-2019-1-17-31

*Key words:* system, readiness, strategic management, head of a comprehensive educational institution, master's degree.

The article scientifically substantiates the system of forming the readiness of the future head of a comprehensive educational institution for strategic management in the conditions of magistracy. The components of the system are defined: subject-object, conceptual, content, process-technological and control-productive ones. The essence of the subject-object component, which involves the identification of subjects (teachers and heads of institutions of general secondary education with whose help graduates fulfil their management practice) and objects (tertiary students at the second, master's, level of studies in the educational-professional program "Management of an educational institution" – specialty 073 "Management"). The essence of the conceptual component is considered. It contains the goal (formation of the readiness of the future head of a comprehensive educational institution for strategic management in the conditions of the magistracy in accordance with the modern needs in their professional activities for the sake of which the structural and functional model is created), the tasks, the principles (systemic and systematic, the connection of learning with practical activity, consciousness and activity of learning, the reinforcement of knowledge), methodological principles (systemic, synergetic, competence-oriented, student-centered, active, axiological, acmeological, andragogical), and pedagogical conditions. The substantive component is substantiated, which is implemented through the introduction of the educational-professional program "Management of an educational institution" – the specialty 073 "Management". The procedural-technological component of the system of forming the readiness of the future head of a comprehensive educational institution for strategic management in the conditions of the magistracy is revealed. It is based on the harmonious combination of dialogue-discussion, simulation and information-distance learning technologies and is implemented through lectures, seminars and practical classes, independent work, consultations, trainings, practical training, research work. The essence of the control-and-effect component, which provides for evaluation of readiness of the future head of a comprehensive educational institution for strategic management (criteria, indicators, levels of formation), is determined. A complex of monitoring, corrective and diagnostic procedures that are performed after the completion of each stage of the system and when finalizing it is suggested: inbound and outbound diagnostics; current, final, and reflexive control. The result is characterized by a positive dynamics of levels of readiness for strategic management.

### References

1. Hrebenyk, T.V. (2016). *Stratehichne upravlinnia yak systemnyi zasibzabezpechennia konkurentospromozhnosti navchalnoho zakladu* [Strategic management as a systemic means of ensuring the competitiveness of an educational institution]. *Visnyk Universytetu imeni Alfreda Nobelia. Pedagogika ta psykholohiia. Pedagogichni nauky* [Journal of the University of Alfred Nobel. Pedagogy and psychology. Pedagogical sciences], no. 2 (12), pp. 379–383 (In Ukrainian).
2. Hrytsiak, L. (2011). *Zmist i orhanizatsiia profesiinoi pidhotovky kerivnykiv zahalnoosvitnikh navchalnykh zakladiv do stratehichnoho menedzhmentu v systemi pisladyplomnoi osvity* [Contents and organization of professional training of heads of general educational institutions for strategic management in the system of postgraduate pedagogical education]. *Naukovi zapysky NDU im. N. Hoholia. Psykholoho-pedahohichni nauky* [Scientific notes of NDU named after N. Gogol. Psychological and pedagogical sciences], no. 2, pp. 93–97 (In Ukrainian).
3. Kravchenko, O.I. (2018). *Teoretyko-mrtodolohichni zasady modeliuвання stratehichnoho rozvytku universytetu. Dys. d-ra ped. nauk* [Theoretical and methodological principles of modeling of strategic development of the university. Dr. ped. sci. dis.]. Starobilsk, 574 p. (In Ukrainian).
4. Melnyk, V.K. (2010). *Tekhnolohiia stratehichnoho planuvannia diialnosti zahalnoosvitnoho navchalnoho zakladu* [Technology of strategic planning of the activity of a comprehensive educational institution]. *Teoriia ta praktyka upravlinnia osvitoiu* [Theory and methodology of ed-

ucation management], no. 3. Access mode : [http://umo.edu.ua/images/content/nashi\\_vydanya/metod\\_upr\\_osvit/v\\_3/21.pdf](http://umo.edu.ua/images/content/nashi_vydanya/metod_upr_osvit/v_3/21.pdf) (Accessed 26 April 2019) (In Ukrainian).

5. Miniurova, S.A. & Kazantsev, D.I. (2015). *Psikhologicheskaja gotovnost rukovoditelja obrazovatel'nogo uchrezhdenija k sozdaniiu modeli stratezhicheskogo razvitiia shkoly (planirovanie deiatel'nosti)* [Psychological readiness of the head of the educational institution to create a model of strategic school development (planning activities)]. *Pedahohicheskoe obrazovanie Rossii* [Pedagogical education in Russia], no. 6, pp. 163–169 (In Russian).

6. Natroshvili, S.H. (2015). *Stratehichne upravlinnia vyshchym navchalnym zakladom : teoriia, metodolohiia, praktyka* [Strategic management of a higher educational institution: theory, methodology, practice]. Kyiv, KNUVD Publ., 320 p. (In Ukrainian).

7. In O.I. Bondarchuk (Ed.). (2014). *Psykhologichna pidhotovka kerivnykiv osvity orhanizatsii do diialnosti v umovakh zmin* [Psychological training of educational organization leaders to work in conditions of change]. Kyiv, Universytet menedzhmentu osvity NAPN Ukrainy Publ., 194 p. (In Ukrainian).

8. Rodionov, O.V. (2011). *Rozvytok stratehichnoho upravlinnia VNZ* [Development of strategic management of universities]. *Kultura narodov Prichernomoria* [Culture of the peoples of the Black Sea region], no. 212, pp. 60–62 (In Ukrainian).

9. Sultanova, T.A. (2014). *Issledovanie gotovnosti menedzherov obrazovaniia k realizatsii prohnosticheskoi deiatel'nosti* [Study of the readiness of education managers to implement prognostic activities]. *Diskussii* [Discussion], no. 4 (45), pp. 133–138 (In Russian).

10. Shchoholeva, L. & Vozniuk, V. (2014). *Stratehichne upravlinnia osvitynim zakladom yak sotsialnoi systemoiu* [Strategic management of an educational institution as a social system]. *Nova pedahohichna dumka* [New pedagogical thought]. Rivne, Print-Khauz Publ., no. 2, pp. 237–240 (In Ukrainian).

11. Schlebusch, G. & Mokhatle, M. (2016). Strategic Planning as a Management Tool for School Principals in Rural Schools in the Motheo District. *School Leadership & Management*, vol. 13, issue 3, pp. 342–348.

Одержано 15.12.2018.