

**THE MANAGERS' EDUCATION
VOCATIONAL TRAINING PERFECTION
WAYS UNDER THE KNOWLEDGE
COMMUNITY DEVELOPMENT CONDITIONS**

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Under the XXI –th century global challenges present – day conditions, the whole Humanity survival has been connected with the sustainable development single model on the basis of the social intellect and the educational community correlation. The man's qualities, the educational systems qualities in the society, and the social intellect qualities the priority development law is being become the leading one in the humanity sustainable development new model. The education is being become the reproduction first string and mechanism of the social intellect new quality, and it is being defined the future society formation – as «the knowledge society».

The UNESCO in its last policy documents has recognized the highest priority to the education quality policy and to the «knowledge societies» conception development. It has, moreover, been emphasized, that their construction will have to be considered among the most significant means of the peaceful and the just world community, including the large – scale rising generation familiarization with the science and the knowledge.

The education **decentralization, democratization and humanization** has been one of the main directions of the Kazakhstan educational policy for the last years. This process is inseparably being connected with the management democratization – e.g. by the academic freedom and powers extension of the educational organization. Not only the educational administration bodies of the central and the regional levels, but also the local educational administration bodies, including the educational organizations themselves are bearing their responsibility for the educational quality at the educational systems decentralization and democratization.

The education humanization, the main idea of which – this is the educational and the upbringing creation system on the national and the cultural basis, with due regard for the universal values, which are quite capable to the self – development, in accordance with the personality and the society demands. All these principles realization is needed the transition from the «rigid» educational structures to the content variability, the educational forms and methods, with due regard for the national and cultural country's traditions just in the educational school's process. This is meant that the personality with her or his interests, necessities and possibilities will have to be raised in the center of the educational and instructional process.

Now, it is getting more and more evident necessity of the cohort formation of the managers new

generation, under the deep qualitative shifts in the educational development conditions. Really, the developing school is constantly being needed just in the principled and fundamental other type of the chief – the efficient manager, and who is capable not only to be at the head of a school, but also, who is able to upgrade it at the qualitative new level.

First of all, the «manager» notion is associated with the new type of the manager, one of the distinctive features of whom is **the basic occupational management education presence**. The educational institutions management – this is not simply the experience, which everyone is able to gain, but this is the scientific knowledge field, whom it is necessary to become proficient, and this is also the art, having demanded the natural inclinations of the peculiar talent, and also the leadership qualities.

Until recently, the educational institutions managers have received their management education only in the improvement of the occupational skill system through the extension courses for the improving their qualification organization.

Meanwhile, the managers' education vocational training model has been developed in the framework of the Higher School, which is being served the efficient management activity basis in many developed countries throughout the world, such as Great Britain, Germany, France, Australia, Canada, Sweden and the others.

The world theory and the management practice analysis is being testified on, that one from the classical management leading differences from our domestic management theory is being consisted in the manager destination comprehension, as the figure, having defined the people joint activity, and the joint venture final success in the organization main goals achievement, and also its vocational education necessity. The management peculiarity, as the scientific, well as the practical basis of the management contemporary conception is being consisted in, that the integrated expression of the market economical management principles, the human factor, the professionalism, the special management education, the up – to – date information technologies, the crisis management, and the strategic approach are being found in it. The competent manager makes the crisis phenomena much softer, and promotes the stabilization, and serves the competitive recovery, and, consciously, has his influence upon the technologies renovation, and also motivates the further innovations in many foreign countries.

Also, the development necessity of the managers' multi – leveled education vocational training model has already been ripened in the Republic of Kazakhstan. The Kazakhstan educational system has been becoming more and more data – intensive high – capacity, power – intensive, and science – intensive, as in the whole world. It has been resulted in, that the thousands of the educational and instructional institutions more and more are being needed not only in the

directors and the chiefs, but also in the managers of the middle and top – down managers, in the analysis and the planning departments. All the attempts to deal successfully all the challenges only, owing to the teachers' labor intensification, owing to the demands rise for the analytical, the designing, and the report and accounts activity, and the necessary documentation are being resulted in the occupational and the personality degradation, and the teacher's occupational prestige decline. The young people outflow from the educational sphere is regarded, as the bright indicator of this phenomenon: by the statistics data, the teacher's average age of the Republic of Kazakhstan is steadily being risen (e.g. it is grown old), and it, moreover, is made up fifty years.

The development necessity of the managers' multi – leveled non – stop education vocational training scientifically – grounded and national model in the framework of the Higher School system, in the world experience context, and the national priorities of the XXI – th century has already been become the especially actual challenge under these conditions. The «Managers' Education Training in the Higher School, as the Kazakhstan's Educational System Modernization Factor on the Way of the Knowledge Society» Project has been developed in the Kazakh National University for this challenge solution. This Project has been directed at the reformation assistance of the Kazakhstan education by means of the competent specialists and experts training in the educational policy field, having possessed the challenge vision methodology, the educational development transformation and prognostication, and they are quite capable to the high – level social responsibility, and also to the creative activity.

In Kazakhstan, the current Project has been become, as the Mega Program's part: «**The National Idea – as the Kazakhstan's Development Basis**», which has been directed in the democratically open society, the socially and political, and also the sovereign Kazakhstan's cultural development in the world development context formation, with the advice and the consent of the Ministry of Education and Science.

This Project realization has been carrying out in three main stages. The Data Bank on the managers' education training practice development just in the leading Institutes of the Higher Education of Europe, Australia, and the USA has already been accumulated *at the first, preparatory stage of the Project*. It is universally recognized, the English and American management training preparation model, which has already been receiving its further development and also in Kazakhstan, is regarded, as the most advanced one, at present. The two stage of the educational process of the main (e.g. management) education, the continuity of study, the training programs flexibility and the practical direction are its distinctive peculiarities and the special features. It has been included the undergraduate studies – the four years (e.g. 48 months) spe-

cialists and experts training on the management specialties, and the graduate program on the corresponding specialty. At present, such kind of education has been receiving its further development, in general, by the «Master of the Business Administration» and the «Master of the Public Administration» by the specialty (e.g. MBA and MPA), in Kazakhstan. The programs insufficient volume by the management training preparation for the educational system, having had, at present, has been realizing just in the separate Universities (e.g. The Kazakh National University after Al – Faraby, The Kazakh National Pedagogical University after Abaya, The Eastern – Kazakhstan State University after S. Amanzholov, The Karagandinsky State University after E.A. Buketov). However, all these above – mentioned Institutions have been concentrating, in general, the teachers' education training.

The new environment is being demanded the covering wide sphere of the specialized fields: the management, the marketing, the finances, the accounting and the auditing, and also the responsible decisions making practice just from the managers of all learning curves and the skill levels. The «Training Challenges and the Education Managers' Occupational Skills Improvement» round table has been organized by the Project's authors with the participation of the representatives of the Ministry of Education and Science, the Academy of Administration at the President of the Republic of Kazakhstan, and also the officials a number of the educational system departments – the Institutes of the Higher Education, the comprehensive schools, and the occupational schools, having taken into consideration the pressing need in the non – stop training occupational education special programs development and the further introduction and also the managers' education retraining. The non – Governmental organizations officials have also taken their part in the «round table» work: «The Open School», «The Development and the Training for the XXI – st Century», «The Institute of the Higher Education Lecturer», the programs director on the education of the «Soros – Kazakhstan» Fund. The «round table» participants have also worked out the suggestions and the guidelines, which have also been taken into consideration at the Conception development and the educational and subject programs formation of the contemporary managers' education training.

In the second stage, in general, the managers' education multi – leveled non – stop training Conception Project has been developed, and it has been published for the purpose of the discussions and the suggestions introduction into the Kazakhstan Higher School Messenger. Further, just before the whole of the educational process in the Kazakh National University after Al – Faraby, the MA course educational program and the academic curriculum in the direction of «The Management in the Educational Sphere» have already been worked out, the training process structure has been elaborated, in accordance with the assigned

tasks, some methodological seminars with the participation of the University lecturers for the program «final concentration» have already been carried out. The senior staffs, including the specialists and the experts, and also the University departments' scientists and scholars have taken their part in the program working out: the pedagogy one, the psychology one, the sociology one, the management one, the economic theory one, and the civil law one. The academic curriculum has been formulated, with due regard for the program participants potential requirements, and also the managers' education training foreign experience.

The training and subject schedule of the «Management in the Educational Sphere» educational program for the 2007/2008 academic year has included in itself: the required studies, and the free electives.

The Required Studies:

The Strategic Management in the Education;
 The Educational Politics: the Analysis Practice;
 The Educational Legal Foundations in Kazakhstan;
 The Educational Economy;
 The Management Psychology. The Leadership in the Education;
 The Management Modern Theories by the Educational Systems;
 The Quality Management System in the Education.

The Free Electives:

The Management Actual Challenges in the Education;
 The Educational Sociology;
 The Educational Reforms Comparative Analysis;
 The Management by the Changes;
 The Designing in the Educational Sphere;
 The Expertise and the Auditing in the Educational Sphere.

This program has been accredited by the Ministry of Education and Science of the Republic of Kazakhstan, as the Master's degree occupational training program on the «Management in the Educational Sphere» program. Thus, all the graduating seniors by the program finish are being received the Kazakhstan State Diploma with the promotion to the rank of the «Manager of the Education» academic degree. As the specialists, well as the experts from the Central Asia are quite able to receive the Kazakhstan State Master's degree Diploma – by the getting in the Ministry of Education and Science of the PK nostrificational document for their own Diplomas on the Higher Education.

The methodological facilities tasks of the training process in the MA course by the planned program have already been conducted in this Project stage. The Project authors, having defined the content main parameters and the training process quality criteria, have set lecturers the preparation format for the given courses, as **the teaching and methodological com-**

plex (TMC). At present, the TMCs have been prepared, practically, by all the delivered courses. Many from the TMC have been included in themselves the necessary chrestomathies or the reading books by the course; the specific part of the TMC has already been revised and supplemented by the authors' textbooks and manuals, guides and educational supplies of the scientists and scholars. For all this, all the TMCs, as the required course, have «the basic complete set», having included the vocational training program in itself, the short lectures summary, the manipulative material for the seminar studies, the paper works model list (e.g. the library – research papers, essays and the others), and also the bibliography by the whole course.

Besides, to the training process beginning and in the subsequent period, the work on the preparation for the publication for the purposes of the teaching several collections, the content of which are being made up the documents, which are quite accessible to the readers' wide circle (e.g. the experts' reports, including the foreign ones, and also the sociological investigations results, having conducted by the Institute of the Strategic Studies within the framework of the educational reforms monitoring in the country) has been done by us. The subscription has been made for the necessary Russian journals, and also for the “Education Complete” full – text database journals.

The managers' field, and also the leading specialists from the management, the economics, and the civil law spheres have been invited for the Master's program realization in the direction of «The Management in the Educational Sphere». So, the «Educational Politics» course has been conducted by the President of the Kazakh Academy of Education A.K. Kusainov, the «Educational Legal Foundations» course has been delivered by the Doctor of the Law (S.J.D.), the head of the Civil law Department of the Kazakh National University E. Amirkhanova, the «Educational Economics» course – by the Doctor of the Economics, Professor E. Sarbasova and the others. It has been included the seminar – training, which has been conducted the Programs Manager on Business and the International Education of the Pittsburg University (Kansas State, the USA), Professor Chung Li, in addition to the MA course academic curriculum. Besides, it has been organized and conducted the «Economics and Educational Management» seminar in conference with the United States Information Agency (USIA). This seminar has been conducted by Professor Steven Haineman from the University Vanderbilt, the USA. At this seminar, they have discussed the following challenges: “The Educational Programs, the Products and the Services International Market”; “The National Investment Strategies”; “The Investments Management Internal and External Parameters in the Education”; “The Non – Market and the Market Economies (ME): What Is the Difference in?” and many other challenges.

Thus, it has been summed up the final discussions results of the Project *at the third final stage of it*.

The program participants have repeatedly answered the specially developed form questions, that have been permitted for the organizers to estimate those or other training courses of studies, the educational and the methodological complete sets and the text – books, the manuals, and the educational supplies of the separate seminars – trainings the efficiency just in the course of the educational sessions and at the expiration of them. The program participants' assessments have permitted to suppose, that the program has been carried out the main tasks and the targets, having faced it, and, in general, the Project has been achieved its final end.

The Project Manager, the Doctor of Education, the Professor Z. Isaeva has taken her part in the Central and Asian «The New School: the Possibility Space» Theoretical and Practical Conference, which taken its place at the Issyk Kul, Kyrgyzstan, October, 10 – 12, 2006 with the Education Support Institute (Budapest), The Asian Development Bank, UNICEF, USAID (PICS) assistance. The Professor Z. Isaeva has conducted her monograph presentation «The Education Managers Preparation in the High School: the Kazakhstan Experience», in which it has been given the progress report analysis on the results obtained by the Project in the framework of this conference. This presentation has been roused the great interest at the specialists – experts attendants, who have highly evaluated the successes obtained, as the democratic transformations in the field of education. The productive analysis results exchange and the achievements evaluation has been permitted to lay down the ways for the subsequent reforms advancement in the educational system just in the Central – Asian region's countries. In Kazakhstan, the professor Z. Isaeva's monograph has been received the prize after I. Altynsarin, as one from the best papers on the fundamental researches in the humanitarian field of the sciences.

At present, the Project Managers are constantly doing their research activity on the teaching program development, they are constantly making their partners searching, as in the country, well as abroad, they are constantly establishing their contacts with the country's regions, and also they are constantly working on the funds development for the scientific and research program component development.

In the perspective, this investigation is being seen in the long – term international collaboration establishment and the partnership with the Universities, having had the similar additional education vocational programs, and also the MA program in the direction of the «Management in the Educational Sphere».

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INFLUENCE OF CONTINUING EDUCATIONAL ENVIRONMENT ON THE GENERAL FACTORS OF CHILD'S HEALTH

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"Educational environment" means specific, task-oriented conditions of interaction between a unique inner (subjective) world of the developing personality and a real (objective) world and other people. It is aimed at discovering and developing the unlimited child abilities.

It sounds banal to say, that one of the main tasks of school is to create the best conditions for child's development within the educational environment. At the same time, it should be mentioned, that school and all its structural elements are responsible for a safe personality development and its psychological health in conditions of a specific educational environment. That means, of course, that teachers need to participate in planning of the educational environment