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ANALYSIS OF THE KPI SYSTEM OF TEACHERS IN PRIVATE EDUCATIONAL INSTITUTIONS

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Abstract

This thesis analyzes the content, significance, practical application, and effectiveness of the Key Performance Indicators (KPI) system used to evaluate teachers' performance in private educational institutions. Furthermore, the study highlights the role of the KPI system in motivating teachers, improving the quality of education, and supporting managerial decision-making processes.

Keywords: KPI, quality of education, private educational institution, pedagogical activity, efficiency, evaluation criteria, motivation, management.

Today, increasing competition in the educational services market places new demands on private educational institutions. One of the most important of these demands is the continuous improvement of educational quality. The effectiveness of teachers' professional activities is one of the key factors determining educational quality. Therefore, the need for modern methods of evaluating teachers' performance is steadily growing.

Although the KPI system was initially used in business and corporate management, its opportunities are now widely applied in the field of education. KPI enables the assessment of employee performance through clearly defined indicators. This approach serves as an important tool for monitoring the individual achievements of teachers.

The implementation of the KPI system in private educational institutions expands opportunities for the digitalization and analysis of pedagogical activities. The quality of teaching, student achievement, attendance indicators, and methodological activities of teachers are regularly monitored. As a result, essential data for improving the effectiveness of the educational process are generated.

A variety of criteria are used to evaluate teachers' performance within the KPI system. These include students' final results, internal and external assessment scores, parental feedback, lesson preparation quality, and professional development activities. Such criteria reflect the overall effectiveness of a teacher.

When developing KPI indicators in educational institutions, it is important to adhere to the principles of fairness and transparency. If evaluation criteria are understandable to all employees, confidence in the system increases. This positively affects teachers' performance outcomes.

The KPI system is one of the effective tools for motivating teachers. Educators who achieve high performance are rewarded through both financial and moral incentives. As a result, teachers' professional motivation increases, encouraging them to strive for higher achievements.

The use of the KPI system in private educational institutions also improves managerial decision-making processes. School administrators gain opportunities to identify the strengths and weaknesses of teachers. This helps in planning professional development programs and organizing personnel policies more effectively.

Teachers' methodological activities are also evaluated through KPI indicators. Activities such as publishing scientific articles, participating in seminars and training sessions, and implementing innovative pedagogical technologies are taken into account. This encourages continuous professional development among educators.

Student outcomes constitute one of the most important components of the KPI system. However, evaluation based solely on test results cannot always provide a complete picture. Therefore, qualitative

indicators should also be considered. For example, students' critical thinking skills, creativity, and communicative competencies are important factors in assessing educational effectiveness.

The effective functioning of the KPI system requires the use of modern information technologies. Electronic journals, Learning Management Systems (LMS), and analytical platforms enable automatic data collection. This reduces errors associated with the human factor.

Research findings indicate that in educational institutions where the KPI system is implemented, teachers demonstrate a higher sense of responsibility. They regularly monitor their performance results and strive to eliminate shortcomings. Consequently, this contributes to improving the quality of education.

At the same time, certain challenges may arise during the implementation of the KPI system. In some cases, improperly selected indicators may hinder the objective evaluation of teachers' performance. Furthermore, excessive bureaucratic workload can negatively affect teachers' primary professional activities.

International experience shows that the KPI system should remain flexible and be continuously improved. Updating performance indicators in accordance with the goals and strategies of an educational institution is of great importance. This ensures the long-term effectiveness of the system.

There are significant opportunities for improving the KPI system in private educational institutions of Uzbekistan as well. In particular, the use of digital technologies and artificial intelligence-based analytical tools can increase the accuracy of the evaluation process. This, in turn, allows for more effective management of pedagogical activities.

In conclusion, the KPI system is a modern tool for evaluating and managing teachers' performance in private educational institutions. It promotes teachers' professional development, improves the quality of education, and enhances the competitiveness of educational institutions. The scientific development and continuous improvement of KPI indicators remain the primary conditions for ensuring the effectiveness of the system.

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