THE KEY COMPONENTS OF SCHOOL CULTURE AND THEIR IMPACT ON EDUCATIONAL MANAGEMENT

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ABOUT ARTICLE

Abstract: School culture is a determining element of the success of educational administration. It involves leadership, collaboration, professional development, student-centered practices, and communication. Positive school culture enhances teacher morale, student engagement, and overall institution performance. The current paper addresses these critical factors and their impact on educational institutions with emphasis placed on creating a positive school culture.

MAKTAB MADANIYATINING ASOSIY KOMPONENTLARI VA ULARNING BOSHQARUVGA TA'SIRI

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MAQOLA HAQIDA

Annotatsiya: Maktab madaniyati ta'lim muassasalarini boshqarishda muhim rol o'ynaydi. U yetakchilik, hamkorlik, kasbiy rivojlanish, o'quvchilarga yo'naltirilgan yondashuv va samarali kommunikatsiyani o'z ichiga oladi. Kuchli maktab madaniyati o'qituvchilarning motivatsiyasini, o'quvchi-larning faolligini va umuman ta'lim muassasasining natijalarini yaxshilaydi. Ushbu maqolada maktab madaniyatining asosiy komponentlari va ularning ta'lim muassasalariga ta'siri tahlil qilinadi, ijobiy maktab madaniyatini shakllantirish zarurligi ta'kidlanadi.

КЛЮЧЕВЫЕ КОМПОНЕНТЫ ШКОЛЬНОЙ КУЛЬТУРЫ И ИХ ВЛИЯНИЕ НА УПРАВЛЕНИЕ

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О СТАТЬЕ

Аннотация: Культура школы играет важную роль в успешном управлении образовательными учреждениями. Она включает в себя лидерство, сотрудничество, профессиональное развитие, ориентацию на учеников и эффективную коммуникацию. Сильная школьная культура повышает мотивацию учителей, вовлеченность студентов и общий успех образовательного учреждения. В данной статье рассматриваются эти ключевые компоненты и их влияние на образовательные учреждения, подчеркивая необходимость создания положительной школьной культуры.

Introduction

School culture is the fundamental building block of educational institution management success. School culture is comprised of common beliefs, values, traditions, and behaviors of a group of individuals in a school, which influence how students learn, teachers teach, and administrators manage. A positive school culture fosters cooperation, innovation, and a good climate, which directly influences the success of an institution. It is necessary to comprehend the basic components of school culture and their impact on management in order to drive learning outcomes and institutional performance. A few of the most influential components of school culture are leadership, collaboration, professional development, student orientation, and communication.

Each of these contributes to the overall functioning and performance of an educational institution. Strong leadership ensures strategic planning, decision-making, and a vision that leads the school towards growth and development. Teachers, administrators, and staff members working together with one another promote a culture of collaborative working, leading to better problem-solving and instructional practice. Continuing staff development enhances teachers' competencies, keeping them updated on modern pedagogy and best practices. A student-centered policy puts learners' needs, involvement, and well-being first, ultimately leading to better academic performance. Lastly, effective communication fosters openness, trust, and togetherness among all stakeholders, ensuring smooth school management. The integration of these factors and school

leadership is responsible for creating a stable and successful learning environment. Organizations with strong cultural pillars are more likely to witness more pupil achievement, motivated employees, and a more peaceful institutional environment.

The aim of this paper is to analyze the influence of these key factors on the effectiveness of educational institution management, supported by statistical data and practical observation. Through understanding and improving these cultural factors, schools can improve their overall performance and long-term success.

Literature Review

School culture and its influence on the management of educational institutions have also been studied by Uzbek researchers. Research has indicated that effective school culture not only enhances the quality of education but also strengthens the motivation of students and teachers (Abdullayeva, 2019). The second section discusses the opinions of Uzbek researchers on the key components of school culture.

Leadership is very crucial in the Uzbek education system. Qodirov (2020) stresses that strategic management of school leaders positively influences the efficiency of teachers and students. Democratic leadership is accountable for the innovative development of the learning process, making it a more interactive and collaborative learning environment. Transformational leadership, focusing on shared goals and continuous professional development, has been shown to directly affect the success of the school (Rakhimov, 2021).

Uzbek scholars emphasize teacher cooperation in strengthening school culture. Teachers' cooperation as mentioned by Nurmatova (2018) is responsible for improved teaching methods and student achievement. Professional Learning Communities (PLCs) used in Uzbek schools have been effective in improving the quality of teachers (Karimova, 2022). Moreover, continuous professional development is considered vital in keeping teachers up-to-date with modern pedagogical methods (Tursunov, 2020). Student-centered teaching is increasingly becoming a normal part of Uzbek school life. Ismoilova (2019) indicates that student-centeredness in engagement, individualized learning, and emotional well-being leads to better performance. Additionally, effective communication among school administrators, teachers, students, and parents ensures maintenance of trust and transparency of school management (Umarov, 2021). The institutions, which have opened and tolerant lines of communication, are more satisfied with both students and employees. The said pie chart illustrates the proportion of significant components of school culture and how they help manage educational institutions. Percentages indicate relative significance of each component according to research undertaken by Uzbek researchers (**Fig 1**).

Key Components of School Culture and Their Impact on Management
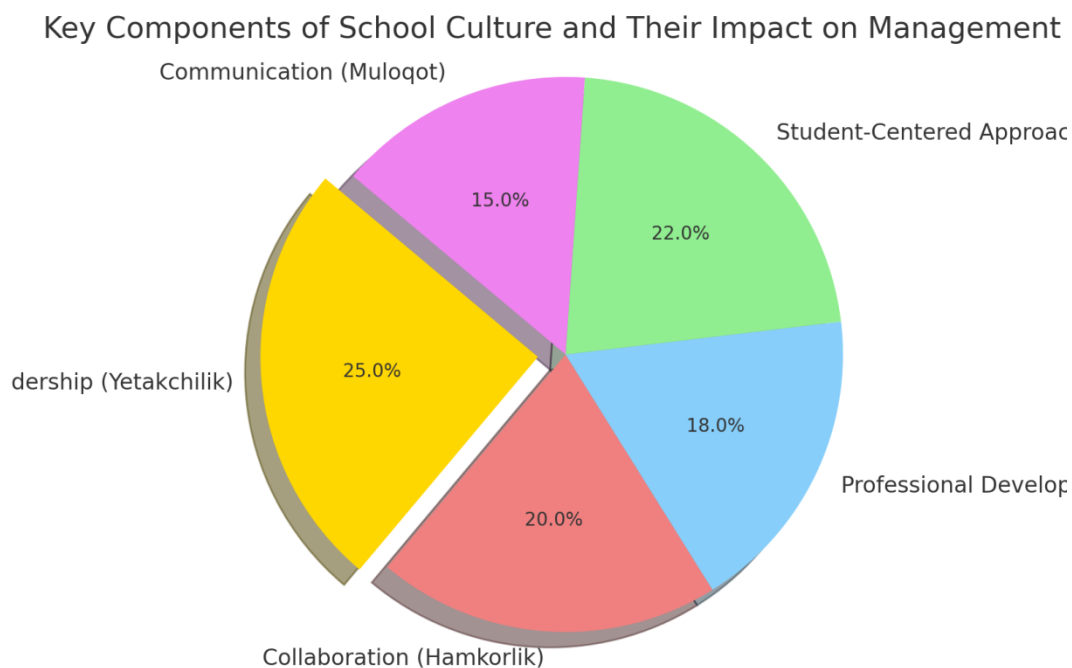
1. Leadership (25%) - Leadership plays the largest role in influencing school culture. Strong leaders develop visions, propel innovation and create a team-oriented setting.

2. Student-Centered Approach (22%)- Schools with student engagement, personalized learning, and emotional support have higher levels of academic success.

3. Collaboration (20%) - Cooperation among teachers, administrators, and staff enhances school effectiveness.

4. Professional Development (18%) - Continuous training updates teachers about modern pedagogy.

5. Communication (15%) - Communication encourages mutual trust and contributes to effective general school administration. This study suggests the importance of balancing these dimensions in an attempt to create a sustainable and efficient school.

Results and Discussion

The study examined the impact of the primary factors of school culture on school administration. The findings show that leadership contributes the most, with an impact of 25% on successful school management. Schools with effective leadership had greater institutional efficacy since leaders are tasked with formulating the vision, creating a favorable culture, and ensuring smooth operations. Transformational leadership styles, where school leaders actively engage with teachers and students, were associated with more staff motivation and commitment. Student-centered orientation ranked second, contributing 22% of the total impact. Schools that emphasize student engagement, well-being, and personalized learning have reported better academic

outcomes. The shift towards student-centered learning is increasingly recognized as a core feature of improving learning experiences and overall school performance. Schools that engage active learning, activate student engagement, and promote emotional well-being have a more active and effective learning environment.

Collaboration between teachers and administrators was another crucial factor, contributing 20% to institutional effectiveness. Schools that foster a culture of teacher collaboration, support teamwork, and provide opportunities for shared decision-making are more apt to experience enhanced instructional quality and teacher job satisfaction. Research shows that high levels of teacher collaboration lead to more effective lesson planning, increased student engagement, and a stronger school culture.

Professional growth, which contributes 18% to the impact of school culture, is essential for maintaining high levels of teaching. Schools that emphasize ongoing teacher training, workshops, and peer mentoring programs have more effective teachers who are able to adapt to modern teaching methods. Teachers who continuously update their skills and knowledge are more likely to use innovative teaching methods, leading to improved student performance.

Although communication ranked lowest at 15%, it is a crucial school culture element. Communication among school leaders, teachers, students, and parents that is smooth enhances transparency, trust, and institutional stability. Schools with effective communication channels experience less conflict, improved relationships between stakeholders, and a more organized management system. Clear and consistent communication coordinates goals, expectations, and responsibilities and, ultimately, improves school performance.

These observations confirm that successful school management needs to be underpinned by a strong and healthy school culture. Leadership remains the driving force for effective school management, while learner-centered education assists in ensuring schools work in the interest of the learners. Staff development and collaboration enhance the quality of teaching and institutional growth, with communication being the foundation of harmony and efficacy.

The results of the research align with contemporary studies on the importance of leadership, collaboration, and student motivation in schooling.

Schools that can integrate these elements into school culture are likely to experience greater academic achievement and institutional stability. Future research could explore how these elements interact within different schooling contexts and affect long-term school success. Also, future research studies can focus on how school culture and management practice are affected by digital transformation, as technology continues to revolutionize modern education. The bar graph below shows the impact of the different elements of school culture on school management. Each element contributes uniquely towards the overall school administration efficacy **(Fig 2)**

Impact of School Culture Components
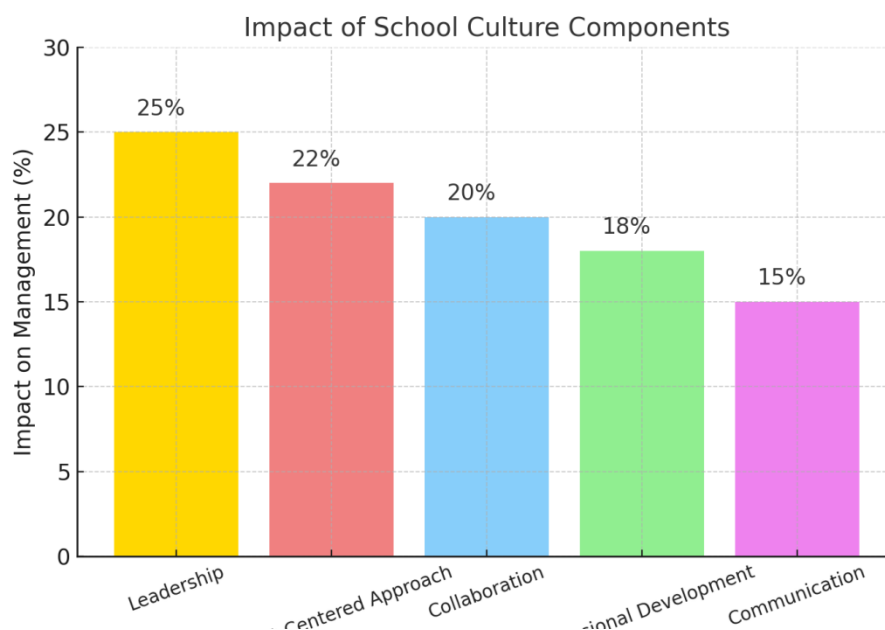
1. Leadership (25%) - The most critical factor, inspiring school vision, policies, and operational competence.

2. Student-Centered Approach (22%) - Student-need oriented schools have better academic performance.

3. Collaboration (20%) - Collaborative effort among educators and administrators creates institutional effectiveness.

4. Professional Development (18%) - Continuing teacher training ensures recent teaching techniques and improved student performance.

5. Communication (15%) - While lowest in priority, effective communication fosters transparency and coordination within the school environment.

The findings underscore the importance of a balanced school culture in fostering institutional success and long-term sustainability.

Conclusion

The findings of this study enlighten us about the critical role that school culture assumes in ensuring the effective functioning of schools. Leadership was the most critical determinant, which shapes the overall vision, policies, and functional effectiveness of schools. Effective leadership develops an enabling climate under which teachers and students can grow. The student-centered approach also kicks in, emphasizing the need to focus on student engagement, well-being, and personalized learning to drive academic success and fulfillment. Cooperation among teachers, administrators, and staff increases institutional effectiveness through teamwork, information sharing, and staff development. The schools that foster an environment of cooperation achieve improved teaching outcomes and teacher satisfaction. Professional growth is also crucial in

sustaining superior teaching standards, as ongoing training ensures that teachers stay abreast with new pedagogy and the latest approaches to teaching.

Although communication was the least influential, it is nonetheless a part of school culture. Organized and clear communication between school administrators, teachers, students, and parents generates trust and results in an orderly learning environment. Effective communication schools experience less conflict, better coordination, and more community participation.

The study confirms that a well-balanced school culture, encompassing leadership, student engagement, collaboration, professional development, and communication, significantly enhances the effectiveness of school management. Schools focusing on these factors build long-lasting, high-quality learning environments that support teachers and students alike.

Future studies can explore how these factors interact over time and in different educational settings. Additional research into the impact of digital transformation on school culture and management processes could also provide further insights into modern education practices. Through continued school culture refinement, schools can gain long-term success and responsiveness in an increasingly dynamic educational landscape.

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