

OPINION

by Prof. Emilia Ivanova Enicharova, member of the scientific jury, determined by Order № RD-38-194 / 19.05.2020 of the Rector of Sofia University "St. Kliment Ohridski ”

1. Data for the competition

The competition for the academic position of "professor" at Sofia University "St. Kliment Ohridski ”, in professional field 1.1. Theory and Management of Education (Management of Education) - for the needs of the Faculty of Pedagogy, Department of History of Pedagogy and Management of Education, has been announced in SG, issue 21 of 13.03.2020

The only candidate is Assoc. Prof. Dr. Dinko Velichkov Gospodinov.

The applicant has submitted the necessary documents required for opening and participation in the procedure, according to the regulations.

2. Data for the participant in the announced competition - education, career development, teaching and expert activity

Assoc. Prof. Gospodinov graduated in Pedagogy at the Faculty of Philosophy at Sofia University “St. Kliment Ohridski ”in 1983, and in 1996 he defended his doctoral dissertation on the topic:“ Antisocial behavior in high school students ”. He has consistently worked as a research associate at the Ministry of National Education, a teacher, since 1992 he has been a senior assistant, and since 1997 a chief assistant at DIUU at Sofia University “St. Kliment Ohridski ”. Since 2000 he has been a full-time lecturer in the Department of IPUO at the Faculty of Philology at Sofia University “St. Kliment Ohridski ”, and in 2013 he acquired the academic position of“ Associate Professor ”.

Assoc. Prof. Gospodinov is an established and respected lecturer who leads lecture courses in the three bachelor's specialties of FP:

1. In the specialty Pedagogy - Education Management; School management technologies

2. In the specialty Non-formal education - Strategic innovation management; Human resource Management

3. In the specialty Social activities - Personnel management

In the master's programs he teaches the following disciplines:

1. In Educational Management - in a team until a few years ago School legislation and administration

2. In Management of institutions for social work - Strategic management of social activities; Management of municipal structures for social work; Management technologies in the management of social work institution.

Assoc. Prof. Gospodinov is the author of the curricula for the taught disciplines, textbooks, as well as over 80 scientific publications. He supervises two doctoral students, has participated in research projects, has been a lecturer in trainings for directors of educational institutions, has participated in scientific juries in competitions for scientific degrees and academic positions. He has been an editor of scientific publications and is currently an editor of the Bulgarian Journal of Education.

3. Research activity

Prof. Gospodinov participates in the announced competition in the professional field and covers 24 publications, including: one monograph, two studies, seventeen articles, two study books and two textbooks.

Before commenting on the substance of the main work, I will emphasize that I respect the point of view of the author and accept as correctly argued, the scientific contributions made by Assoc. Prof. Gospodinov in the publications proposed for participation in the competition.

The monograph "Policies for Human Resource Management at School" has a special status. Based on his undoubtedly wide awareness of the problem of human resource management in schools, the author makes a reasonable finding: at this stage the research related to policies aimed at human resource management in school, in terms of their content, development, implementation and evaluation are insufficient and this weakness cannot be compensated by the relative diversity of the publications, which largely reflect empirical research. Exactly these incompleteness are in the focus of the research interest of Assoc. Prof. Gospodinov. The monograph provides an in-depth analysis of human resource management policies in two directions - HRM policies in the organization and on this basis clarifies the specifics of HRM policies in schools. Attention is focused on studying the research approaches to HRM policies, determining the place of HRM policies in the organization's HRM system, studying the principles of HRM and HRM policies, the functions of HRM policies, etc. Mandatory and recommended HRM policies at school have been carefully analyzed. The issues of policy development and implementation are studied in detail, and the factors influencing these processes are well clarified. It should be emphasized that the author does not limit his analysis within the theoretical study of the problem of the types of HRM

policies in school, but offers in a concise form and their specific content together with a comment on the possibilities for their implementation. **Thus, conducting the research on the basis of the overall approach - the issue of HRM policies in school is analyzed from both theoretical and practical point of view - Assoc. Prof. Gospodinov gives his original, significant scientific contribution in the field of theory and practice of education management.**

Confirmation of the sustainable and in-depth scientific interest of Assoc. Prof. Gospodinov to management topics are the studies "Strategic factors in the environment of school organizations" and "School self-assessment in the field of school institution management", as well as a series of articles, amongst which, without belittling the others, I point out for myself especially the Problem of small schools, The work motivation of teachers, The regional differences in education, The continuing professional development of teachers, The introduction of newly appointed teachers in the organization, and because of the current issues, but also because of the purely human dimensions. questions. **In his journalism, the author remains true to his research approach, not only subjecting to theoretical analysis some of the most acute problems of the modern school, but also offers his own, and I define it as a measured and reasonable point of view for solving them - I appreciate this as an undoubted, real scientific theoretical and practical contribution.**

The two textbooks of Assoc. Prof. Gospodinov - Fundamentals of Education Management and Human Resource Management in Non-Formal Education Organizations reflect both the research and teaching competence and maturity of the author and will certainly be of great benefit to the preparation of students - **in this is the specific contribution to the learning practice.**

An objective criterion for the qualities of the scientific production of Assoc. Prof. Gospodinov are the citations by other authors and only for the period 2012-2020 - **these are 21 citations of seven publications.**

Questions:

1. In connection with your article "The Problem for Small Schools", how do you rate the national program "Optimization of the school network" in terms of the issue of ensuring equal and unhindered access to quality education for all children? Specifically – who are the winners and who are the disadvantages from the implementation of this program?

The following two questions are in your article "Regional differences in education":

2. Do you consider that the results of pisa studies conducted in Bulgarian schools reflect, generally speaking, the real intellectual level of Bulgarian students?

3. Would you make concrete proposals to meet the need to align education policies with regional differences?

Conclusion:

The achievements of Assoc. Dr. Dinko Gospodinov result in the educational and research activities embodied in theoretical and practical usefulness of his work in the field of education management give me reason to recommend to the Scientific Jury to positively evaluate the only candidate in the competition and to propose to the Faculty Council of the Faculty of Pedagogy on Sofia University "St. Kliment Ohridski" to elect Assoc. Prof. Dr. Dinko Velichkov Gospodinov as a professor in the professional field 1.1. Theory and management of education (Management of education).

26.07.2020

Prepared the opinion

(Prof. Emilia Enicharova)