

## **EXAMINER'S ASSESSMENT**

by Prof. Yanka Ruseva Totseva, PhD  
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**regarding the selection procedure for the academic rang of "Professor" in a scientific specialty 1.1. Theory and management of education (Management of education), announced by Sofia University "St. Kliment Ohridski" in *State Gazette*, issue 21 dated 13 March 2020**

### ***Candidate details***

The only candidate Assoc. Prof. Dinko Velichkov Gospodinov, PhD graduated in Pedagogy at Sofia University "St. Kliment Ohridski" in 1983 and was awarded the scientific degree "Candidate of Pedagogical Sciences " in 1996. His scientific career started at the Scientific Institute for Education at the Ministry of Public Education, passed through Central Institute for Teacher Training and Management at Sofia University, and since 2000 he has been a lecturer at the Faculty of Pedagogy, where he was elected for Associate Professor under 1.1. Theory and management of education (Management of education) in 2013.

In his research and teaching work, Assoc. Prof. D. Gospodinov sustainable and consistently maintained his interests in the field of education management, especially in the direction related to human resources management, work motivation and policies in this field, as well as and school management and innovation.

### ***Scientific publications for participation in the selection procedure***

The candidate participates in the selection procedure with one monograph, two textbooks, two electronic textbooks, two studies in the Yearbook of the Faculty of Pedagogy, seven articles in journals, two of which – in indexed and referenced in Web of Science (Pedagogy and Strategies for Policy in Science and Education) and ten articles from scientific conferences.

The monographic study "*Policies for human resources management in school*" is in a volume of 150 pages main text. The author started from the general definitions and finished with their concretization and pragmatization in the field of human resources management in educational institutions, focusing on the place of policies, organizational values, principles and functions. After this theoretical analysis, various policies are presented and analyzed, which are classified on several grounds. About a third of the text is devoted to mandatory policies, which are followed by recommended ones. Logically follows the development, implementation and evaluation of their implementation. Theories, concepts and models are skillfully combined with normative documents and examples of their application from school practice.

The work would have won if point 1. Organizational policies had been broader and more in-depth and the author's understanding of their nature was derived. It is noteworthy that the number of sources in English (90) out of a total of 111 is many times higher than those in Cyrillic and mostly Bulgarian sources. The topic of educational policies is of interest in our country, but this can not be seen from the peer-reviewed work.

The introduction lacks the expected methodological prerequisites, goals and objectives, scientific hypotheses and tools. The text would have been more completed if there had been a clear conclusion.

Despite the remarks made, it can be assumed that the proposed work offers up-to-date theoretical formulations and interesting practical-applied approaches for development and implementation of policies in the field of human resources management in school.

Secondly, the two textbooks should be evaluated:

- "*Fundamentals of Education Management*" is a 167-page body of text, which is structured in 12 topics. The literature includes 13 normative documents, 28 sources in Cyrillic and 70 in Latin. The topics are well structured and allow to enter into the basic theoretical knowledge and to look for the connections both with the current normative regulation in the field of the educational and labor legislation, but also with the school practice. After each topic there are questions and tasks for independent work.

- "*Human resource management in organizations in non-formal education*" is in a volume of 200 pages of main text. The used literature includes 30 sources in Cyrillic, 81 in Latin and 5 normative acts. The structure here also includes 12 topics, to which there are

questions and tasks for independent work. The emphasis is on the theoretical models related to human resource management in educational organizations, and follows the classic scheme - planning, analysis and design of the position, recruitment, selection, implementation, training, remuneration management, motivation and performance evaluation. In some places, an attempt is made to concretize them, indicating above all the community centers as organizations that offer non-formal education. The attempt to present the topics related to talent management and organizational creativity must be highly appreciated.

The candidate participates in the selection procedure with two electronic textbooks (handbooks):

- "*Management of education*". E-course, prepared under project BG051PO001-4.3.04 / 0011, in which 24 topics in the field of education management are developed, including the management of higher education and adult education;

- "*Strategic and innovation management in non-formal education*". E-course, prepared under project BG051PO001-4.3.04/0011 includes 14 topics, of which in the field of strategic management they cover its emergence and development, the essence of strategic management, strategic analysis, development, implementation and evaluation of strategy, and in the field of innovation management are focused on the place of innovation in modern organizations, innovation process and types of innovation, innovation management in organizations in non-formal education.

Both electronic textbooks for each topic indicate the objectives of the study, student activities and learning tasks.

In the studies, articles and published papers from conferences, topics and problems in the subject of the selection procedure are developed. They can be combined in several directions:

- Management in the school as an educational institution – this includes: the analysis of normative documents (the Law on Preschool and School Education and the Strategy for development of higher education); the study of strategic factors in the environment of school organizations; the study on small schools; the analysis of the criteria and indicators for self-assessment; regional differences, etc .;

- Innovative schools – presented in four publications;
- Work motivation – two publications;
- Professional development of teachers, which is considered in different aspects and with different accents – qualification; job satisfaction and participation in management; employer branding, learning communities, introduction of newly appointed teachers, etc.

In all texts proposed for review, the author's style of a scientific presentation is recognizable and sustainable. D. Gospodinov demonstrates very good research skills, which lead him to an in-depth study of each topic he deals with. A good knowledge of classical and current world sources is something that undoubtedly distinguishes it.

### ***Scientific contributions***

The main contributing moments in the texts proposed for review can be found in the following directions:

- The current topic of policies in the field of human resources management in the field of education has been developed;
- The strategic factors influencing the management of the school are analyzed;
- A toolkit for self-assessment of the school in the context of the requirements of the Law on Preschool and School Education has been developed, including goals, functions and framework;
- Factors important for the development of the work motivation of the teachers are presented;
- The main characteristics and challenges for innovative schools are outlined;
- The problems of the professional development and the qualification of the pedagogical specialists as an element of the human resources management are studied.

### ***Critical comments and recommendations***

In preparing a monographic study will be better to follow the model for presenting the object and subject, purpose and tasks, as well as the methodology and methods of research.

It would be good to find a balance between the English-language literature, which is widely used, and the presentation and analysis of the achievements of Bulgarian authors in the

field of education and school management; educational policies; issues related to innovative schools; work motivation, etc.

Based on the presented information, I find that the candidate supervises two PhD students, one of whom deducted with the right to defense. A future option is to work with PhD students and organize their dissertations defend.

### ***Conclusion***

The presented for reviewing scientific products, the information about the citation of the candidate, his participation in editorial boards, project teams and research teams make a good overall impression and reveal the overall scientific and teaching work of Assoc. Prof. Dr. Dinko Gospodinov.

All this gives me reason to claim that he has the necessary qualities of a lecturer and scientist, meets the requirements of the *Act for the Development of the Academic Staff in the Republic of Bulgaria* and the *Regulations for the conditions and the order for acquiring scientific degrees and holding academic positions of Sofia University "St. Kliment Ohridski"* and I recommend to the Academic Selection Committee to vote POSITIVELY for awarding for the academic rank "Professor" According to 1.1. Theory and management of education (Management of education).

07 Sept 2020

Prepared by:

(Prof. Yanka Totseva, PhD)