

**OPINION**  
**on evaluation of a candidate for Professor habilitation rank**  
**in the professional area of 1.1 Theory and management of education**  
**(Education management)**  
**for the needs of Sofia University St Kliment Ohridski (SU),**  
**Faculty of Pedagogy (FP),**  
**announced in Government gazette issue 21/ 13 March 2020 and on the Internet pages**  
**of Faculty of Pedagogy and University of Sofia**

This opinion is prepared by Prof PhD Svetlozar Petkov Vatsov, Faculty of Technical Sciences at Konstantin Preslavsky University of Shumen, professional area 1.1 Theory and management of education (Education management) as a member of the Jury for habilitation according to the order № RD 38-194/ 19 May 2020 of the Rector of Sofia University.

One candidate has participated for habilitation procedure - Associate Professor PhD Dinko Velichkov Gospsdinov, Department History of pedagogy and education management in Faculty of Pedagogy and University of Sofia.

**I GENERAL DESCRIPTION OF SUBMITTED MATERIALS**

**1 Candidacy data**

The candidate Associate Professor PhD Dinko Velichkov Gospsdinov has submitted an application form, a CV, a Diploma of Higher Education, a Diploma of PhD, a document stating the academic position in Sofia University, a certificate of employment, a document showing the execution of requirements according to article 105, clause 1, point 2 of PURPNSSDSU, a Medical certificate, a Criminal record certificate, a list of all publications and of the ones presented to the Jury, a copy of the information about the candidate in The Authors system of Sofia University, a statement on execution of minimal national requirements and the requirements of Sofia University in the professional area 1.1 Theory and management of education and ten applications with adequate proof, a list of citations of the publications, a statement on the original scientific contribution, a detailed habilitation statement, a statement on the indicators according to article 122, clause 2 of PURPNSSDSU, reviews in Bulgarian and English, a copy of the advertisement for the habilitation in the Government gazette, a declaration according to article 115, clause 1, point 5 of PURPNSSDSU.

The documents are clearly marked, well arranged and completely agree with the requirements of ZRASRB, PPZRASRB and the Regulations of the conditions and order of acquiring of degrees and taking academic positions in Sofia University St Kliment Ohridski (PURPNSZADSU).

## **2 Candidate data**

Associate Professor PhD Dinko Velichkov Gospsdinov was born on 3 December 1955. In 1983 he graduated from Sofia University St Kliment Ohridski with academic specialisation in Pedagogy and a second specialisation in Philosophy. After graduation he worked as an organizer and a head of department in the youth organization office in Sliven, a research associate in NIHO Todor Samodumov, a teacher at 84<sup>th</sup> Primary school – Sofia, a Senior Assistant and a Chief Assistant at the Central Institute for Teacher Development. From 2000 to 2013 he worked as a Chief Assistant and since 2013 he has worked as an Associate Professor in Management of Education in the Department History of pedagogy and education management in the Sofia University St Kliment Ohridski.

In 1996 he successfully defended a doctoral thesis Antisocial behavior of school students at primary and high school.

## **3 General characteristic of the scientific work and achievements of the candidate**

Dinko Gospsdinov presents scientific work adequate to the requirements – a monograph, two studies, two textbooks, two teaching aids and seventeen articles. In their focus and content they correspond to the subject matter of the habilitation. They examine actual and significant to theory and especially to practice problems.

The quality and quantity of the presented materials by Associate Professor PhD Dinko Gospsdinov show that they exceed the minimum requirements according to article 2b, clause 2 and 3 of ZRASRB and the additional requirements of Sofia University St Kliment Ohridski for getting the academic position Professor in the scientific and professional area. Besides, the work of the candidate is after Associate Professor habilitation and there is no proved plagiarism in the presented materials according to the statutory order.

## **4 Characteristic and evaluation of the teaching activity of the candidate**

As a teacher at the Faculty of Pedagogy Associate Professor Gospsdinov actively takes part in the learning process with students of Bachelor and Master programmes. His teaching activity encompasses a wide range of problems. In the last years it has emphasised the managerial problems of education. It is diverse and includes many problems of managerial school technologies, school legislation, managing of staff, strategic and innovative management.

As a teacher he aims for activating students in the process of learning, using modern methods of teaching and learning, renewing the learning content in modern and European context.

Associate Professor Gospsdinov has been a tutor to many postgraduates and to two Doctoral candidates in the area of management of schools.

### **5 Content analysis of the scientific achievements in the materials of the candidate for habilitation**

The materials for peer review are mainly in the area of management of human resources (MHR) at school, strategic management of school organisations, self-evaluation of school institutions.

The monograph Policies of management of human resources at school examines an area in theory and practice which has not been studied thoroughly before – organization policies. It points the place of the policies of management of human resources as a part of organization policies. It examines research approach to these policies, the effect of organization values and principles of management of human resources on the policies, the place of policies in the system of the management of human resources, their functions are drawn up. According to particularity of management of human resources school there are two groups of policies – obligatory and recommended. Both groups have the conclusive need of corresponding policies, their approximate content is shown as well as the possibility of their practical applying in the practice of school management. Recommended policies include modern ones such as diversity of activities of human resources in the field of innovations. The analysis of school strategy for development, which has been active till now, is considered a base for defining the set of policies and the aims of respective policies. Applying these policies and criteria for their evaluation is examined.

The study Strategic factors in the sphere of school organisations attempts to define the strategic factors in the sphere of school organisations. Criteria for defining these factors in their sphere are shown. Concepts in studied literature connected to the factors in the external and the internal spheres of school organisations are analysed. A variant of factors in the external and the internal spheres in these organisations, which can be assumed strategic, is presented. Each of these factors possesses characteristics that prove their meanings like strategic. Their impact on school activities is presented.

The study Self-evaluation in the sphere of management of school institution proves the need of self-evaluation at school; it clarifies the nature of self-evaluation; definition for this notion is suggested as well as aims and functions. The spheres of self-evaluation at school in

theoretical aspect, the stages in the process of self-evaluation, methods and means for its accomplishment are analysed.

The indicator of the significance of the contribution of the scientific work of the candidate are the citations of the author's publications of the candidate. Citations correspond to the requirement both in number and in quality of publications. There are citations in scientific publications, they are referenced and indexed in world-famous data bases containing scientific information – Scopus and Web of Science. They are cited abroad, in contemporary Bulgarian scientific magazines containing scientific reviews, included in the National reference list.

#### **6 Critical notes and recommendations**

I do not have any critical notes or recommendations on the scientific work presented for peer review.

#### **7 Personal impressions of the candidate**

I have known the candidate for almost ten years. We have taken part in juries together. During this period I have had the opportunity to see his correctness and responsiveness to his colleagues, his high professionalism in the sphere where he works.

#### **8 Conclusion about the candidacy**

After I have familiarized with the presented materials and scientific work for the habilitation, based on the analysis of their significance and scientific contribution, I confirm that the scientific achievements correspond to the requirements of ZRASRB, Regulations for its applying and the relevant Regulations of Sofia University St Kliment Ohridski for acquiring of academic position Professor in the scientific sphere and the professional area of the habilitation. In particular, the candidate complies with the minimum national requirements in this professional area. There is no proved plagiarism in the presented materials.

## **II. GENERAL CONCLUSION**

Based on the above, I recommend the scientific jury to offer to the competent selection authority of Faculty of Pedagogy at Sofia University St Kliment Ohridski to vote for Associate Professor PhD Dinko Velichkov Gospsdinov to get the academic rank Professor in the professional area of 1.1 Theory and management of education (Education management).

Shumen, 10 August 2020

Opinion prepared by:

(Prof PhD Svetlozar Petkov Vatsov)