

## **R E V I E W**

**for selection procedure for open academic position Professor  
of Theory and Management of Education (Management of Education)**

**Announced in State Gazette No 21/13.03.2020 г.**

**For the needs of the Faculty of Education**

**Sofia University “St. Kliment Ohridski”**

*Reviewer: Assoc. Prof. Dr. Rossitsa Simeonova*

Faculty of Education, Sofia University “St. Kliment Ohridski”

### **Selection procedure overview**

The selection procedure for the open academic position Professor was initiated by Department of History of Pedagogy and Management of Education at the Faculty of Education. Selection scientific committee was appointed with rector’s decree No RD-38-194/19. Application for the open position has been submitted by one candidate.

### **Professional resume of the candidate**

The candidate Dinko Gospodinov has been lecturer at the Faculty of Education, Sofia University “St. Kliment Ohridski” for many years – first holding a position of Assistant Professor, and since 2013 as Associate Professor of Management of Education. He is a lecturer and teaches courses in Educational management, Human resources management and Management of social work organizations in 3 of the bachelor and 2 of the master programs taught at the Faculty of Education. Since 2013 Dinko Gospodinov has participated in 5 research projects. Lecturer in numerous trainings for principals of schools and kindergartens. Board member of several journals, since 2013 is editor in chief of the e-journal Bulgarian Journal of Education. Supervisor of two doctoral students. The candidate presented record of 25 citations, 21 of them after 2012.

### **Publications and academic achievements**

Dinko Gospodinov has 72 publications. 24 of them are presented for the selection procedure - 1 monograph, 2 textbooks, 2 e-courses, 9 articles (2 of them are published in referenced and indexed journals), 10 papers in volumes/collections. All publications are related to the profile of the open academic position.

Publication activity of Assoc. Prof. Dinko Gospodinov is rich in quantity and quality of his scientific production. Presented publications could be classified in 3 thematic groups:

*1. Publications on human resources management in schools and in education.*

Assoc. Prof. Gospodinov's publications on that topic consist the majority of his scientific production and show the permanent research interest in this important theme in the educational management theory and practice. This group includes the following publications:

- The monograph *Policies of human resources management at school* (2019.) This book is a completed and valuable piece of science dedicated to studied in not much details managing function among those related to human resources management. The monograph includes a broad set of resources and references, skillfully systemized and critically reviewed. This book addresses all important aspects of the researched topic – nature and approaches towards studying Policies of human resources management at school, types of policies, their functions, development and implementation of the policies, influencing factors, policies' assessment. The monograph contributes to the Bulgarian scientific literature on the HRM at school.

- The textbook *Human resources management in organizations in non-formal education* (2020) is a valuable scientific product for the purposes of students' preparation in the field of educational management and for the training of managers of non-formal educational organizations. Perfectly structured and mapping the fundamental aspects of the researched theme – nature and main functions of HRM, their characteristics, aims, elements and specifics in non-formal educational organizations. Of particular interest are 2 HRM functions analyzed in the book, which are not so traditional and are not studied enough – talent management and organizational creativity. Each chapter ends with questions and activities for self-reflection.

- Teachers' work motivation is a research subject of 2 articles – first under the same title (*Pedagogy*, 2018, 4) and *Factors of teachers' work motivation* (*Pedagogical News*, 2018, 1). First article discusses the questions about the nature and research approaches towards this topic, factors influencing teachers' work motivation, motivation of choosing and practicing teaching profession, demotivators for teachers. The second article focuses on factors, influencing teachers' work motivation and number of relevant classifications and research data are presented.

- Another accent in this group of publications is the issue of continuous professional development of teachers and learning professional communities of teachers. The last are analyzed in the context of HRM in school in 3 papers in volumes (2016, volumes from scientific

conferences, publications No 13, 14 и 15 in the list). These papers discuss the questions about the nature and importance of these phenomenons and relations between them, models to be studied, types, functions, and analysis of the relevant regulations in Bulgaria.

- The teachers' work satisfaction topic and its relation to teachers' participation in school management and type of school are discussed in 2 articles (2013, No 19 и 20 in the list of publications. Empirical data on the topic are also presented as part of project funded by Sofia University Research Fund.

- Introduction of the newly appointed teachers in the organization“ (public lecture after acquiring Assoc. Professor position, 2013) - the nature, aims, importance, relevant regulations and introduction programs for newly appointed teachers are discussed..

- In the conference paper HR branding in human resource management in school (2015) questions about the nature of employer branding are discussed, relevant theories and models are presented, aims, elements, characteristics and functions in HRM in schools are argued.

- The theme about teachers and school innovations is a focus of a conference paper under the same title (2014). The nature, roles, and management mechanisms of innovations in schools are discussed and how they could be assisted by the professional learning communities of teachers.

2. *Publications on school management.* This set of publications addresses major aspects of school management theory and practice and in particular:

- The internal and external environment of school organizations is analyzed in Strategic factors in the environment of school organizations (2016). Thorough analysis of the topic has been made based on numerous references addressing the characteristics of the internal and external environment affecting schools.

- The theme about school self-evaluation has been discussed in the article under the same title from 2018. The following aspects of the topic has been analyzed: nature, aims, principals and functions of school self-evaluation, also types, areas, methods, and instrument for implementation. A relevant legislation analysis is also included. A valuable asset of this article is the content-analysis of self-evaluation indicators used in the practice of impressive sample of 50 schools, also the proposed framework for school self-evaluation.

- In the article The problem of small schools (Strategies of educational and scientific policy, 2019, 2), analysis based on wide set of references is realized concerning the main

characteristic of these schools and the problems they are facing, The approach of perceiving these schools as means for school improvement is stressed in the article.

- The regulations and practical implementation of innovative schools in Bulgaria are discussed in article from 2016 г. (No 12 in publication list), an characteristics of innovative schools are commented in the article under the same name (Bulgarian journal on education 2017, 2).

- In conference paper published in volume (2020, No. 11 in the list ) the topic about school organization and poorly studied in Bulgaria theme about organization creativity is analyzed, in particular its nature, relations with educational innovations, factors influencing organization creativity as well those factors which might stimulate it. .

### 3. *Publications on educational management and legislation analysis*

In this group 3 valuable and contributing to the scientific research publications are included:

- The textbook Fundamentals of education management (2019) is oriented towards future teachers bachelor students. The contents include the topics about the nature of management, schools as organizations, education system management on national level, school management, communications and decision making, planning, motivating and controlling, HRM and development, school leadership. Each chapter includes questions and activities for self-reflection. This textbook is total, completed and valuable teaching resources aiming at developing basic management competence of future teachers and managers in education.

- The e-course Management of education has been developed as part of project for the purposes of distant learning of students at the Faculty of education. Its contents include aims, activities, learning tasks, 24 themes, presentations, relevant to the topic themes, video lectures and literature. Valuable teaching resource in tune with students needs and modern tendencies in teaching in higher education institutions.

- The e-course Strategic and innovation management in non-formal education was developed within a framework of a project for the purpose of distant learning of students in non-formal bachelor program. Consists of 14 themes, teaching aims, activities and tasks.

Another publication should be included in this group – the article Regional differences in education – management aspects (Bulgarian journal of education, 2016, 2). Factors influencing regional differences are addressed, relevant problems and needed educational policies to

overcome deficits identified are discussed in the analysis. The analysis and the conclusions are supported by PISA results on the topic.

In this group of publications 2 more articles could be included. They are deep and critical analysis of regulation documents in education in Bulgaria - Analysis of the Law on Preschool and School Education in Bulgaria. (Bulgarian Journal of Education, 2015, 2), and Analysis of the strategy for development of higher education in Bulgaria for the period 2014-2020 (Bulgarian Journal of Education, 2014,1)

I accept the scientific contributions identified by the candidate in the record No 14 provided and I would like to underline the academic achievements of the candidate in this selection procedure for the open academic position Professor. The review of the publications presented by the candidate shows that Assoc. Prof. Dr. Dinko Gospodinov is complete and firm lecturer and researcher in school and educational management. His rich publication activity includes various types of publications, but all are focused on the profile of the selection procedure. Most notable and contributive publications of the candidate are his monograph and his textbook, which show his long lasting research interest towards HRM in school and educational management .

### **Conclusion**

All being said about the qualities of the scientific production of the candidate and his qualities as esteemed lecturer and researcher are basis for my firm believe to vote positively so Dinko Gospodinov to be appointed as Professor of educational management for the needs of the Faculty of Education.

Sofia,  
10.09.2020

Reviewer:  
(Rossitsa Simeonova)