



# FACTORS OF EFFECTIVENESS OF TEACHER TRAINING IN THE SYSTEM OF QUALIFICATION UPGRADING

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## ANNOTATION

*The article highlights the factors of the effectiveness of teaching teachers in the system of qualification upgrading. The factors affecting the effectiveness and quality of training teachers and the level of their professional competence are considered.*

**KEYWORDS:** *qualifications, continuing education, pedagogue, professional standard, quality.*

In modern socio-economic conditions, the task of improving the qualifications of teaching staff objectively comes to the fore. Without attention to solving this problem, it is impossible to modernize the education system. In the context of the development of the education system of the Republic of Uzbekistan, the search for new theoretical and practical approaches to the process of increasing the professional competence of teachers and mechanisms for their implementation is of great importance. The modern system of professional development of teaching staff is in search of the most effective forms of training teachers. The task of increasing the effectiveness of training course is one of the leading in a number of tasks facing the system of qualification upgrading.

Professional development is one of the types of professional training for employees. The purpose of this type of training is to increase the level of theoretical knowledge of employees, as well as to improve practical skills and abilities that increase in accordance with the requirements of state educational standards [4].

Professional development is aimed at the consistent improvement of professional and economic knowledge, skills and abilities, the growth of the skills of staff in existing professions.

In accordance with the Law on Education in the Republic of Uzbekistan "... pedagogical staff are obliged to conduct training sessions of high quality; use information and communication technologies, advanced and innovative forms and methods of teaching and upbringing; take into account

psychological and individual characteristics, the state of physical and mental health, ..." [ 1].

Speaking about the profession of a teacher, a pedagogue, one should not forget that the modern world around is rapidly changing. The pace of our life changes, new ideas appear, and we, teachers can react to these changes.

In today's world, professional knowledge is updated on average even every three years, more recently - every five years. Traditional basic program education does not keep pace with changes in production technologies and therefore, in principle, cannot provide a person for life with the knowledge, abilities, skills and qualities necessary for the effective fulfillment of social roles and chosen professions.

Society has always made and will make the highest demands on the teacher. Of course, in order to teach others, you need to know more than others. A real teacher needs not only to master his/her subject and the methodology of teaching it, but also to have knowledge in nearby scientific areas. As well as various spheres of public life, it is good to navigate in modern politics, economics, etc. To do this, the teacher must constantly study, because in the faces of his/her students, time stages change every year, ideas about the world around them deepen and rapidly change.

On April 29, 2019, President of Uzbekistan Shavkat Mirziyoyev signed a decree "On approval of the Concept for the development of the public education system of the Republic of Uzbekistan until 2030" [2].



The Concept outlines the problems existing in the field of public education and the ways of their solution. In particular, 9 directions of reforms and 48 targets have been identified.

The ability for self-education is not formed in a teacher together with a diploma from a pedagogical university. This ability is determined by the psychological and intellectual indicators of each individual teacher, but no less this ability is developed in the process of working with sources of information, analysis and introspection, monitoring their activities and the activities of colleagues.

Relying on the "ROAD MAP" to further improve the system of continuous professional development of public education staff to the decree of the President of the Republic of Uzbekistan dated January 25, 2021 No. PP-4963 [3], in the Regional Center for Retraining and Qualification Upgrading of Public Education Staff of the Republic of Karakalpakstan:

1. The regulatory and legal framework of the system of continuous professional development of public education staff is being improved.

2. The quality and efficiency of education in the system of continuous professional development of public education staff is increasing.

Within the framework of a single methodological problem for further improving the system of continuous professional development of public education staff, our teachers have drawn up individual plans for self-development for the coming years and are working on their implementation.

The main goals of professional development of teachers:

- Development of their professional competence;
- Formation of stable skills of systemic reflection of the pedagogical process and its results;
- Formation of the structural integrity of the pedagogical activity of each employee.

All these goals together ensure the fulfillment of the requirements for achieving the modern quality of education.

The tasks of improving the qualifications of a teacher include:

1. Improving pedagogical skills by introducing modern pedagogical technologies and advanced techniques;

2. Support and improvement of the professional skills of all teachers, taking into account the achievements of scientific and practical activities;

3. Creation of conditions for the development of individual abilities to professional activities;

4. Approbation in the learning process of new technologies and progressive forms of training and improvement of management and teaching staff;

5. Providing scientific and methodological support for the full self-realization of individual creative ideas of teachers.

In order to teach successfully, the teachers themselves must be well prepared. To reach this aim the qualification upgrading courses of our center for retraining and qualification upgrading of public education staff of the Republic of Karakalpakstan will help them.

Regional Center for Retraining and Qualification Upgrading of Public Education Staff of the Republic of Karakalpakstan

In this direction, the Regional Center for Retraining and Qualification Upgrading of Public Education Staff of the Republic of Karakalpakstan provides for:

- creation of a mechanism for the development, approval and implementation into practice of curricula and teaching programs for raising and retraining public education personnel on the basis of studying the requirements of the Ministry of Public Education of Uzbekistan and advanced foreign experience;

- improving the content and structure of curricula and teaching programs in areas of teaching, optimization of training modules, hours of curricula based on advanced foreign experience;

- improving the system of organizing training in accordance with the curriculum;

- Organization in the reference schools of the Republic of Karakalpakstan in the context of subjects of continuous practical training for qualification upgrading.

It should be noted about the information support of the Regional Center with modern educational, methodological and scientific literature, in particular, foreign such as:

- Development and implementation in practice of a special electronic platform "Continuing professional education";

- Creation, including in electronic format, of modern educational literature for the system of retraining and qualification upgrading of public education staff;

- ensuring access of public education staff to electronic information resources of the world scientific and technical information.

The process of widespread introduction of modern types and forms of professional development of public education staff is underway, including:

- Organization of targeted, problematic and author's courses on an ongoing basis based on the professional needs of public education staff;

- Creation and implementation of media courses aimed at increasing the literacy of public education staff in the field of modern information and communication technologies and foreign languages;



• Organization of integrated qualification upgrading courses, including traditional, distance and other forms.

To develop the innovative potential of public education staff in the Regional Center of the Republic of Karakalpakstan, the following mechanisms are used:

- The teacher develops the creative ability to generate and produce new conceptions and ideas;
- Flexibility and overall thinking of the personality;
- Cultural and aesthetic development and education;
- Willingness to improve their activities, the presence of internal means and methods that ensure this readiness;
- developed innovative consciousness, motivation for innovative behavior.

To start the work of these mechanisms, *group procedures* and methods are used when teaching listeners. Taking into consideration the use of a particular teaching method (procedure), it is important to keep in mind whether this method is suitable for our goal or not.

Qualification upgrading courses for public education staff contribute to improving the professional skills of teachers who are methodologically competent and psychologically literate in the constantly renewed conditions of education modernization.

The main advantage of this form of self-education is the ability to receive qualified assistance from a specialist teacher, as well as the ability to exchange experience between colleagues.

Qualification upgrading courses provide an opportunity not only to learn about the new requirements and technologies of modern education, but, above all, to meet like-minded people who are sincerely devoted to their work, with boundless love for their subject and children.

The main task of the teacher is to cultivate humanity and kindness in the student. And also the teachers must teach his/her students to independently acquire knowledge and for this they have to constantly improve their knowledge, after that they will become interesting and useful to their students.

Professional development of teachers is aimed at improving the professional skills of both the teacher himself/herself and the team as a whole. Professional development is an educational process for teacher that needs to be carried out systematically. Practice shows that scattered passing of courses does not give a positive effect in replenishing the baggage of knowledge in improving pedagogical activity. The teacher needs to strive for changes, generate them, make independent decisions and be responsible for them. Raising his/her professional level, the teacher must remember:

teaching is a process that continues throughout his/her life. Improving the qualifications of teachers is associated with the revision of previously studied facts, concepts, patterns that are due to the development of science and appearing of new scientific concepts. An understanding of pedagogical experience and the development of teacher's own pedagogical concept occur during professional development [6].

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