

## **ORGANIZATION PROFESSIONAL DEVELOPMENT OF ADMINISTRATORS AND PEDAGOGIC PERSONNEL OF THE PUBLIC EDUCATIONAL INSTITUTIONS OF THE REPUBLIC OF UZBEKISTAN**

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### **ABSTRACT**

After the independence - an important historical event a profound transformation of the creative and ambitious reforms have implemented in all spheres in Uzbekistan, including in the field of Education. Current reforms process of education system has based on following priorities: (i) modernizing the infrastructure, content and process of education; (ii) improving quality, efficiency and sustainability of the learning process; (iii) reforming governance of education; and (iv) providing support the youth. Reforms regarding Education provided sources for adjustments of the National Curriculum Standard and State Requirements on Professional Development System of Education personnel. That Curriculum Standard and State Requirements includes integration of multicultural education, cultural heritage and diversity, sustainable development and peace education into every subject of educational institution. Drawing attention to education, science, sports, art, production, we are definitely witnessing the great achievements of our youth, who are the future of the country. Implementation of reforms in the secondary education system aimed at improving the quality of school education process. One of the key factors for success in this direction is the activities of the Educational Institutions that deal with the activities on Professional Development of the teachers and education personnel. By this article, we are going to reveal the achievements of the reforms implemented in the sphere of Professional Development system of Public Educational Personnel.

**Keywords:** Public Education, Professional Development, State Requirements, knowledge, competency.

### **INTRODUCTION**

As a result of the reforms, implemented in all spheres of social life in Uzbekistan magnificence of our Motherland and abundance of our people is constantly increasing. Thriving life style quality and ratio of our nation, flourishing of the country – all of these have truly recognized in the internationally extent and upraising our prestige. The activities realized basing under the motto “Reform is not for reform, reform is for people” have created opportunities for improving natal capability, talent, knowledge and gained professional skills of each our citizen as well as his creativity and effectiveness. That is why the matter of youth, educating them perfectly raised as the state level policy.

Realizing the designated motto “Our children must stronger, more educated, wiser and definitely happier than us”, initiated by our president Islom Karimov and implementing stably, demand us to educate the youth who have professionally trained, intellectually developed, highly educated and modern view. For this, the professional knowledge and skills of pedagogic personnel working in the educational institutions is very important. The

Professional Development system considered the main source of gaining new information, acquiring new knowledge, comprehension and skills for teachers and administrators. Therefore, the issue regarding to Professional Development of teachers and Education Personnel characterized as distinctive interest under the government level.

The activities of Professional Development system in our country is directly related with the quality of professional competency of more than 400 thousand teachers and educators, who work existing 9698 general secondary, 490 Children and Youth Sports, 278 Children's Music and Art schools, 211 "Barkamol Avlod" Children's Centers and 4929 Pre-school Institution.

## **LITERATURE REVIEW**

Aiming at the Resolution on “Measures of strengthening Retraining and Professional Development system of Public Education Personnel”, recently adopted by the Cabinet of Ministry of the Republic of Uzbekistan. In this legal document indicated all the components of this system: identified the types and forms of Retraining and Professional Development; specified General Requirements on the Content and Quality of Retraining and Professional Development; the load of Education process period of education process, level of preparation competency and other specifications. The aim of Professional Development system of Education Personnel as following:

- provide constant development of Professional and Pedagogic competence, skills on their field of occupation and specialization; upgrading their professional knowledge, skills on the implementation of new curricula and the dissemination of modern teaching methods;
- enrich and enlarge their theoretical knowledge and practical comprehension as well as introduce with the new organizational principles, modern methods on organizing learning and teaching process, State Educational Standards and Normative-legal documents. [5]

## **METHODOLOGY**

According to the set goals, the following tasks considered as the main tasks of the system of Professional Development system:

- to strengthen professional competency in teaching;
- to prepare psychological- pedagogically and teach communication culture;
- to engage cognitive thinking, to develop personal abilities and facilitate gaining new knowledge;
- formulation and elaboration practical skills on using advanced pedagogic, innovative educational and information technologies and working with Global Internet set;
- further integration of advanced principles into the curriculum, didactic and methodological multimedia sources (set of new textbooks, electronic textbooks, activities and tests);
- implementation of educational and teaching activities, strengthening monitoring and evaluation the knowledge of learners;
- engage to conduct educational-methodological researches on elaboration the content of Professional Development and Retraining.

## **RESULTS**

For accomplishing abovementioned tasks the structure of the Professional Development system of Public Education Personnel set up as following:

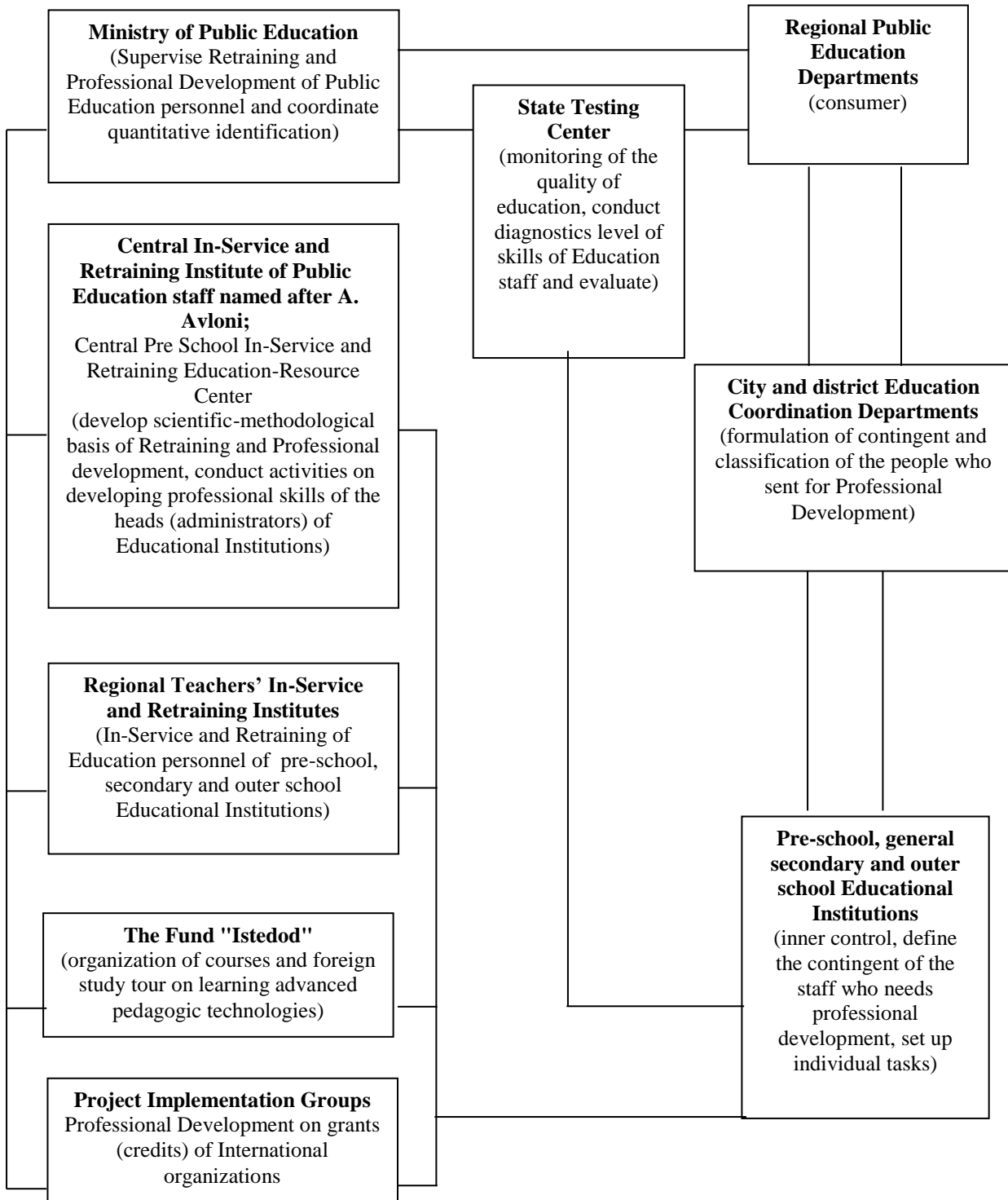
### **Ministry of Public Education**

- set the aims and objectives concerned to the elaboration of Retraining and Professional Development system of Public Education personnel;
- general supervision the Educational Institutions deal with Retraining and Professional Development of Public Education Personnel and coordinate their activities;
- approve curriculum and syllabi;
- set the measures on improving and fostering material-technical basis of the Educational Institutions deal with Retraining and Professional Development of Public Education Personnel.

The Educational Departments located in the 14 administrative areas of the Republic of Uzbekistan, Ministries where existed Educational Institutions, organizations, Non-government Educational Institutions and individuals who want to send their people for Professional Development considered the “Consumer”.

The specialized Educational Institutions (Central Institute, Center and Regional Institutes) are the components of the Continuous Professional Development system of Public Education Personnel established in the Republic and realized direct form of Professional Development [5].

**Organizational Structure of Retraining and Professional Development system of Public Education Personnel (Table 1)**



**DISCUSSION**

Above-given table indicated the Professional Development institutions: **Central Institute** – it is responsible for providing methodological sources as the head Educational Institution of the system of Professional Development and deals with upgrading the Professional skills of Administrators of Public Educational Institutions.

**Center** – the main educational-methodological institution of the system of upgrading Professional skills of pre-school institutions personnel.

**Regional institutes** – the educational institution deals with upgrading professional skills of pre-school, secondary and outer-school education personnel and accomplished teaching, scientific, organizational-methodological activities in this direction.

The ministry supervises the activities of the Educational Institutions of Retraining and Professional Development of Public Education staff. Organization of Professional Development courses basing on approved curriculum and syllabi, providing the quality and quantity of education included in the terms of objectives of the heads of the Educational Institutions dealt with Professional Development. Nowadays, Systematic learning, promotion, using modern information and pedagogic technologies in practice by the Professional Development Institutes create an opportunity for teachers widely implementing new, advanced forms and methods of teaching in the process of teaching. Besides, using and developing the form of Distance Education specified another direction followed in the process of Professional Development. Because, it considered modern and perspective ones in Education.

## CONCLUSIONS

On time and complete implementation of the tasks specified by the above-mentioned resolution of the Cabinet of Ministry creates an opportunity to achieve the following important results within the short period:

- Strengthen material-technical basis and equip with modern requirements of all Professional Development Institutions in the system;
- increase the quality and quantity of education in the system, elaborated state requirements on education and basing on these requirements updated the teaching-methodological provision of the education.

Professional Development institutes provide with skilled professionals and upgrade their professional competency. Modern modular form of teaching applied in all Educational Institutions. The reforms implemented in the field of Education in Uzbekistan, that is, the root changes applied in the system of Professional Development of Public Education personnel serve to increase the quality of education to the new vision. In turns, it helps to increase Professional knowledge and skill, the level of competency of teachers, who work in the field of Public Education and encourage our children to become harmoniously developed.

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