

TECHNOLOGY TO IMPROVE THE QUALIFICATION OF TEACHERS FOR THE IMPLEMENTATION OF A MODEL OF A COMPETITIVE SPECIALIST

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ABSTRACT

The article is devoted to the creation of a model of a competitive teacher and new technologies in the system of advanced teacher training. In addition, the author conducted an in-depth analysis of advanced training technologies and the preparation of a competitive teacher and also made his suggestions and recommendations.

Keywords: Competitive staff, qualification, model, foreign experience, legal democratic state, retraining.

INTRODUCTION, LITERATURE REVIEW AND DISCUSSION

The Republic of Uzbekistan has embarked on building a legal democratic state and an open civil society with a free market economy. The transformations occurring in all spheres of our society, the innovation processes in the economic and social life and most importantly, the choice as the main task of the reorganization of society – the task of the individual emancipation, creating conditions for each person to freely manifest and develop their abilities, they create a situation in education when new requirements for the preparation and professional development of teachers of general and professional educational institutions are being updated. Nowadays actual issue that cannot be postponed is the training of teachers to present knowledge, enhance their educational and professional level. Only an independent and creative professional, an active subject in the market of educational services, possessing an individual style of professional activity, able to manage their intellectual potential, constantly developing their pedagogical competence, is capable of implementing modern ideas, including:

- fundamental improvement of the personnel potential of the education system, raising reputation of the profession of educator, teacher and researcher;
- the development of various types of state and non-state educational institutions;
- restructuring of the education system, a fundamental change in educational and professional programs, taking into account the modern world achievements of education, science, technics and technology, economics and culture;
- ensuring the transition to compulsory general secondary and secondary special, vocational education;
- the creation of a new type educational institutions, as centers of special, vocational education, integrated with science and industry;
- training, retraining and advanced personnel training, including managerial, in new professions and specialties associated with the broad development of advanced technologies, structural changes in the economy. The expansion of foreign investment, the development of entrepreneurship, small and private business;
- development of spiritual and moral qualities of students at all levels and levels of education based on the principles of national independence and the priority of the rich intellectual heritage of the nation and universal values;

- improvement of the education management system, development of forms of public administration, regionalization of educational institutions;
- development and implementation of measures to strengthen the role of the family, parents, public organizations, “mahalla” (institute of local self-government) in obtaining education, as well as spiritual and moral, intellectual and physical education of children and youth;
- the creation and implementation of an objective assessment of the quality of the educational process and personnel training;
- the formation of mechanisms to ensure the education system with financial, material, technical and other resources;
- creating and putting into practice real mechanisms for the integration of continuous education with science and industry;
- expansion and development of cooperation with foreign and international educational and scientific organizations;
- the creation of organizational and pedagogical conditions for the education of non-indigenous people in their native language in the places of their compact residence;
- improvement of legal, economic, environmental and medical-hygienic education and education of students at all levels of education.

In accordance with these changes occurring in society, the existing system of advanced training and retraining of teaching staff are being put compulsory order to new requirements from:

- a teacher who uses its services and wants these services to meet his needs;
- a society that has taken the basis for creating conditions for the development of its each member’s personality and first of all, the personality of the teacher himself;
- production, presenting to the educational level of the pedagogical staff that advances the level of production development;

The education system itself, which also imposes on the level’s education of the teaching staff, the “advance” the level of its own development.

The new course of development of society has increased the attention of researchers to the teacher, his activities, psychological and pedagogical conditions, stimulating the process of teacher self-realization, his self-improvement, readiness and the need for constant professional self-development.

In the majority of modern studies devoted to pedagogical activity and professional development of teachers, it is noted that the old problems associated with the knowledge of the centrist orientation remains extremely invincible, including in the system of training, retraining and advanced training of teachers.

As a significant disadvantage of many forms of advanced training implemented in different regions, teachers with different pedagogical experience and level of professional competence, call the lack of practical orientation of the content of advanced training, its isolation from the needs of teachers of modern educational institutions.

There are questions: Is the practical orientation equally expected by teachers with different experience and level of professional competence implementing various educational services? How should the level of generalization of information, forms and methods of advanced training, depending on their professional competence, differ? How to differentiate the needs of teachers

in advanced training in order to optimally ensure the individual trajectory of their professional growth?

According to the social changes in the pedagogical science and practice, new ideas are formed:

- about the essence of the content and structure of education, the system-forming role of the spiritual in the training and education of the individual;

- about the relationship of participants in the educational process.

The content of education is enriched by new types of knowledge:

- ideological character, focused on the development of global planetary thinking;
- on the historical spiritual and moral heritage, social and professional experience, trends in scientific, technical and socio-economic progress;

- systemic character, organizational, technological and managerial knowledge.

Relationships of participants in the educational process go:

- to the establishment of personality-equal rights, the subject - subject positions of the teacher and the student;

- from focusing on the average learner to differential and individual training programs, personality-oriented interaction of the subjects of the educational process.

Getting the result of training and education of a given level and quality is possible only with the use of appropriate learning models.

It is well known that any education cannot be effective if it does not have a previously well-formulated educational ideal. This is evidenced by the entire history of pedagogy and reform of educational systems. The educational ideal is an image of a graduate of a general educational institution, which in modern scientific understanding is displayed in a certain pedagogical model, bearing a conceptual, hypothetical and normative character.

In the process of research, we have developed a new technology designed to improve the skills of teachers who implement the model of a harmoniously developed generation.

According to this model, the essence of the proposed technology is to support learning situations in the parameters that approximate the dynamics of change of the student to the corrective model of a harmoniously developed generation.

One of the essential components of the technology developed by us is the training form of classes with teachers of educational institutions. To clarify: training is a systematic exercise (training) aimed at the development, assimilation and consolidation of the knowledge and skills of the students.

When conducting the training, it is based on the individual and personal characteristics of teachers, the motivation of learning and the need for mastering new knowledge, skills and abilities.

In general, the results showed that a scientifically based on solution of the problem of improving the teachers qualifications to implement a competitive model will contribute to the implementation of a strategy for training, building a legal democratic state, an open civil society.

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