

## **THE ROLE OF PROFESSIONAL DEVELOPMENT IN IMPROVING PROFESSIONAL COMPETENCE IN TEACHERS**

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### **Annotation:**

In this article, the attention paid to the personnel health in our country, as well as important instructions and information on the development of professional competence of pedagogical personnel and teachers are given. Also, information is given about the importance of the process of professional development of pedagogical skills.

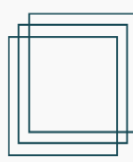
**Keywords:** Teacher, activity, competence, professional competence, competency, improvement.

Reorganization of the activities of educational institutions in today's modern socio-economic conditions, change ensuring the priority of education in pedagogical processes, socialization, democratization, humanization and ensuring national orientation of education are based on the print-outs, it has a special professional training and has high moral qualities, it is spiritually rich and it has a personal relationship in his activities, it requires pedagogical personnel, teachers, who can ensure the harmonization of individual and social relations.

In the organization and management of pedagogical processes, it is important that teachers have competency in professional training, that is, their professionalism, coordination of student activities and ensuring the effectiveness of the pedagogical process. Proceeding from this, we can say that the teachers of educational institutions regularly have their own professional knowledge, development of skills and experiences, understanding of management direction, science and technical achievements, for the adoption of modern pedagogical and new information technologies, it is necessary to create the necessary conditions in educational institutions.

Modern requirements in the direction of organization and management of pedagogical processes on scientific grounds necessitate the continuous development of their knowledge, skills and qualifications of the heads and teachers of the educational institution. This, in turn, implies the effective organization of pedagogical processes that serve to continuously improve the skills of teachers in educational institutions.

Qualification has traditionally been considered as a continuous system, that is, a system of transmission of social experiences, the formation of new concepts and skills in teachers, the preparation of them for the process of organizing pedagogical processes. Therefore, the process of continuous improvement of the qualifications of the heads and teachers of the educational institution is not only aimed at training them



as a specialist who has mastered professional knowledge and skills, perhaps, taking into account the psychological characteristics of people of different ages, it is necessary that they are oriented towards creating the necessary conditions for self-professional development. Improving the skills of teachers-this is not only the organization of pedagogical processes and the development of their preparation for management, perhaps it is a continuous process aimed at satisfying their needs in the direction of self-development and professional competency, that is, in the system of additional education it is necessary to organize as a process of interaction of subjects of personal importance.

The pedagogical process aimed at continuous improvement of teachers' skills is not only theoretical for teachers, in addition, it is necessary to function as an environment that forms the abilities to live at a high level and successfully solve life problems, as well as the conditions created in these processes create opportunities for them to develop their personality.

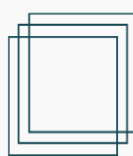
The continuous process of professional development, which is organized in educational institutions, should also serve to the formation of the need and positive motivations in teachers in the following directions:

- ❖ Striving to assimilate life and professional rich experiences that arise as a source of education and training;
- ❖ To understand the need to apply the knowledge, skills and competences acquired in the educational process to practice;
- ❖ Knowledge to solve the problems that arise in professional activity as quickly as possible, a high level of aspiration to apply skills and skills to practice in a short period of time.

Therefore, the main goal of the continuous process of professional development, which is organized in educational institutions, is to ensure that teachers are able to meet the individual and the socio-economic requirements for their activities in modern socio-economic conditions, objectives and problems associated with modernization, renewal and development of educational institution, in addition to, it is also necessary to ensure compatibility between modern social requirements and problems, taking into account that teachers are not sufficiently prepared to perform pedagogical and managerial functions in the direction of their profession and position.

The process of continuous professional development, which is organized in educational institutions, is expressed by a number of factors that affect the effectiveness of this process:

- ✓ Factors provoking the achievement of a high peak of professional activity, expressing willpower behavior;
- ✓ Objective factors associated with the consistency of the existing system and behavior oriented to achieve the result;



- ✓ Factors associated with the sub-framework of measures to achieve success in professional activities;
- ✓ Social (external), bio psychological (internal) and pedagogical (organizing and directing) factors that make up the individual development needs.

In the process of continuous professional development, which is considered a pedagogical process, collaborative creative activity plays an important role in the organization of a favorable psychological environment. This leads to the search for answers to emerging questions, the improvement of methods of interaction. In it, the design of the process of organization and management of pedagogical processes, methods of research and conversation are considered appropriate methods. In such conditions, previous experiences are improved, favorable conditions are created for subjects to re-understand their activities, with the help of observation and a new direction of relations is established.

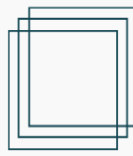
In ensuring the effectiveness of the continuous process of professional development in educational institutions, it is necessary to take into account the following:

- Use of modern pedagogical and information technologies;
- Creating a reflexive educational environment that provides creative collaboration;
- To create the necessary psychological environment for the improvement of personal abilities;

Thus, new approaches to educational technology in the process of continuous professional development organized in educational institutions should be aimed at accelerating the development of psychological adaptation and reflexion of teachers' professional activities of the educational institution. Only on the basis of the organization of a reflexive educational environment can the development of personal concepts of the heads and teachers of the educational institution, adequately illuminate the importance of pedagogical and managerial activities.

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#### **E-LEARNING RESOURCES**

1. [www.pedagog.uz](http://www.pedagog.uz)
2. [www.Ziyonet.uz](http://www.Ziyonet.uz)
3. [www.ziyo.edu.uz](http://www.ziyo.edu.uz)
4. [www.gov.uz](http://www.gov.uz)