

Developing the Professional Competence of Teachers on the Basis of Innovative Approaches

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Abstract: The article identifies the teacher as a priority subject of educational reform, the development of his personal and professional competence, the requirements that significantly change and supplement the professional activity with new content, the effective implementation of the tasks of the education system and the expected results.

Keywords: Teacher, professional competence, education, corporate.

While the priority factor in the implementation of educational reforms is the teacher, its level of personal and professional competence reflects on the effective implementation of the tasks set for the education system and the achievement of expected results.

The introduction of new state educational standards demands from the teacher the significantly change of the professional activity and complement it with new content. Because these standards are based on a competent approach to work, they differ from their ancestors in that they focus on building a person capable of continuing education, developing their needs and abilities, rather than forming knowledge, skills and competencies.

Therefore, the increasing professional responsibility of teachers and changes in their role in society require them to adapt quickly to rapid changes in the educational process, to be very active, constantly self-developing and ready for independent learning, knowledge of modern teaching methods and technologies and their effective application.

The teacher should not be limited to the curriculum, lesson organization and assessment, but should be able to develop the specific needs and capabilities of the students, engage them, follow them and always be "one step ahead".

As a result of observations during the pedagogical activity, all pedagogical staff showed that they do not have enough ability to independently determine the directions of professional development, restructure their activities, interact and quickly enter into communicative relationships, and are very hesitant. They need practical help in choosing the necessary literature, forms of professional competence, understanding of professional needs and difficulties, self-expression, application of pedagogical ideas in practice, in which cases they apply to educational providers.

So, to meet the professional needs of teachers, to use internal resources to find optimal solutions to certain problematic pedagogical situations, self-motivation and motivation, to define self-development strategies, to activate creative abilities, to improve skills and competencies in innovative processes, in short, continuous professional it is necessary to focus on creating favorable conditions for the development of competence. "On the one hand, the teacher must be ready for continuous development and improvement of their skills, on the other hand, the society must create conditions for the realization of the teacher's need for continuous learning and development."

As for the process of developing professional competence in teachers, they organize and manage the educational work with students, strengthen their health, develop their physical, intellectual abilities, thinking, act as a responsible person in the process of their spiritual formation, the essence of independence. , clearly and reasonably explain to students the importance and necessity, and it is important to take into account the need to strengthen the spiritual foundations of our country's independence, to preserve our national values, traditions and customs, to inculcate in the hearts and minds of the younger generation love for the motherland, devotion to independence.

As the First President of the Republic of Uzbekistan Islam Karimov noted, "the spiritual and enlightenment of our society, the fate of reforms, the well-being of our people depends primarily on the qualifications, dedication, patriotism and faith of leaders."

Spiritual wealth cannot achieve the noble goals we have set for ourselves without striving to elevate spirituality.

It should be clear to all of us that where indifference and indifference prevail, where the most pressing issues are left to chance, spirituality becomes the weakest and most vulnerable point. On the contrary, where vigilance and zeal, high intellect and contemplation prevail, spirituality becomes a powerful force.

Based on these views, we can say that the prevention of ideological gaps in the minds of young people, their upbringing in the spirit of love and devotion to the Fatherland, the upbringing of a harmoniously developed generation that serves the

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development of our country depends on the professional training of teachers, their inner world, and thinking. Shows the need to cover all aspects of the process of developing professional competence.

The leaders and teachers pay special attention to the knowledge of public policy, regulations in the field of education, the rules of organization of the educational process on a scientific basis and the ability to apply them in their work.

Educators of educational institutions are required to do the following in the education of students:

- Planning and implementation of spiritual and educational work aimed at educating students in the spirit of devotion to the Fatherland, national pride, high morals and respect for the spiritual heritage of great ancestors;
- on the basis of the rich spiritual and cultural heritage of our people, oriental and universal values, the progressive ideas that determine the future of the country, the nation, the importance of interethnic friendship, solidarity, peace and stability in our country, the common roots of cultural, enlightenment and spiritual development; and to reveal to students the true nature of fundamentalism;
- to guide the formation of a healthy worldview and political culture in students, to develop and improve the necessary normative and methodological documents, action plans for the system of spiritual and educational work;
- In the content of science programs, texts of lectures, scientific-methodical manuals and recommendations used and prepared in the educational process, it is necessary to take into account the level of formation of such qualities as love and devotion to the Fatherland, national pride, high morals and respect for spiritual heritage.
- Organization of the educational process on a scientific basis in the subjects he teaches, management of students' activities in the process of theoretical and practical training;
- Application of the requirements of the state educational standard in practice and its monitoring;
- It is important to provide students with an understanding of independence, its content, significance and necessity, national traditions, customs, values and customs on the basis of interdisciplinary connections and connections in teaching, the extensive use of folk pedagogy in the educational process.

Organization of demonstrative lessons, seminars in the formation and development of independent thinking in students;

- ✓ Popularization and promotion of best pedagogical practices;
- ✓ Organizing roundtables, training seminars and conferences in cooperation with the chairmen of educational and methodical associations and science associations and the staff of the Information Resource Center (IRC), provides practical assistance to teachers and students in preparing for science Olympiads.

Given that the effectiveness of the implementation of the functional responsibilities of teachers reflects the effectiveness of the educational process, the main areas of pedagogical activity can be identified as the following areas that have a significant impact on the effectiveness of education:

- Planning, organization and management of spiritual and educational work aimed at educating students in the spirit of love and devotion to the Fatherland, national pride, high morals, respect for the spiritual heritage of great ancestors;
- Carrying out professional training of students together with educational work;
- maintaining peace and stability in our country, promoting the common roots of cultural, enlightenment and spiritual development of the nation's living in our region;
- Explain to students the essence of religious extremism and fundamentalism;
- Organization of activities for the formation of a healthy outlook and political, legal and environmental culture in students;
- Preparation and improvement of normative and scientific-methodical manuals necessary for the organization of spiritual and educational work, events;
- Monitoring the high level of teaching special courses on the works of the President of the Republic of Uzbekistan in educational institutions and the performance of students;
- organization of meetings, parties, discussions, conversations, conferences and contests in cooperation with the heads of educational institutions, teachers and psychologists in the organization of spiritual and educational work in the educational process and out of class time;
- Preparation of students for city (district), regional, national and international competitions, contests and science Olympiads;
- wide involvement of parents, community, law enforcement officers and the public in the activities aimed at the formation and development of legal, political, spiritual and environmental culture of students;
- Wide celebration of public holidays, official holidays in our country;

- Activities of students in the field of self-government, coordination of activities organized by them;
- Identifying talented young people and organizing clubs in areas of interest to them, such as science, various professions and sports;
- to educate students in the spirit of love and devotion to the Fatherland, national pride, high morals, respect for the heritage of great ancestors, the development of their interests and abilities;
- To explain the importance of progressive ideas, interethnic friendship and solidarity, which determine the future of the country and the nation on the basis of the rich spiritual and cultural heritage of our people, oriental and universal values.

The above information requires that in the process of developing professional competence, teachers take into account the corporate basis for the continuous development of professional competence, based on the understanding of the ongoing reforms, innovations and developments in the country.

The lexical meaning of the word "corporate" is stated in the "Explanatory Dictionary of the Uzbek language" as "belonging to the public."

The words of the First President of our country Islam Karimov: proves that their knowledge, skills and abilities in the field of management depend on their professional and personal qualities.

Corporate foundations to ensure continuity and continuity in the continuous development of professional competence in teachers, the introduction of effective forms and methods of spiritual and moral education of students based on the rich intellectual heritage of the people and universal values, setting standards and requirements for teachers' qualifications in educational institutions; introduction of an impartial system of education, ensuring the effective integration of education, science and industry for targeted and quality training, the content of education, the interdependence of education and upbringing, to ensure consistency in the system of continuing education and training.

Based on the above information, it can be said that the teacher can use the knowledge, skills and abilities, abilities and capabilities in the organization and management of pedagogical processes in the management of educational processes, coordination of student activities, the level of a favorable educational environment and its effectiveness. and the level of interest, the formation of a reflexive learning environment will depend on their professional competence.

Therefore, teachers of educational institutions should know and rely on various modern methods of management to organize and manage pedagogical processes on a scientific basis and to create a favorable educational environment, to determine the direction of development ideas, to study best practices and scientific and technical achievements. It is necessary to be able to increase the objectivity and activity of students on the basis of the organization of independent activities in the educational process.

In our opinion, one of the main conditions for improving the performance of students in the educational process and increasing the effectiveness of the educational process is the need to organize innovative activities of teachers. Innovative activity of teachers is to ensure the effectiveness of pedagogical processes through the introduction of innovative approaches to the educational process based on the search for, study and reliance on innovations and the use of scientifically based information, mastering pedagogical, psychological and socio-economic innovations.

The level of activity of students in the educational process and the effectiveness of the educational process depends in many respects on the specific features of the components of the pedagogical system and the main directions of development of this system. depends on the level of knowledge, skills and abilities of teachers of the educational institution in areas such as management activities and its specific features, basic concepts and principles of pedagogy and education management.

In conclusion, it is expedient for teachers of educational institutions to pay attention to the following in the organization and management of pedagogical processes on a scientific basis:

- ✓ based on innovative approaches;
- ✓ have personal qualities of professional importance;
- ✓ self-control in voluntary situations;
- ✓ to carry out activities in the educational institution taking into account the prevailing educational relations;
- ✓ Relying on existing legal and regulatory criteria in solving various issues and problems, etc.

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