

## **Professional Standard as a Tool for Improving the Quality of Professional Activity of Teachers**

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**Abstract:** This article covers the role and significance of the teacher's professional standard in the training of teaching staff in the system of Higher Education, the effectiveness of its application and implementation in practice. Also, in the training of pedagogical personnel in higher educational institutions, proposals and recommendations have been developed for the introduction into practice of the teacher's professional standard.

**Keywords:** general secondary education, professional standard, pedagogical cadre, training of personnel, competitive Cadre, Educational standard, quality of Education.

**Introduction.** In the developed countries of jakhon, the demand for training of higher-educated staff is increasing due to the quality and quality of mikdor. The sharpening of Rakobat mukhit, the acquisition of the effectiveness of scientific studies and new knowledge, the radical improvement of the quality of training, the introduction of advanced innovations into operational practice, the transformation of modern knowledge into the main factor of the economic transition, all developed developing countries have the most important tasks today.

In Uzbekistan, over the past years, within the framework of the strategy of action and its logical continuation, significant reforms have been carried out to regularly improve the system of continuing education, provide quality education, train qualified personnel, such as developed countries [6].

Taking into account the trends in the implementation of educational reforms, the full-fledged development of human capital in our country, the quality of higher and professional education, the development of the labor market, the development of the labor market in order to create conditions for the introduction of a qualitatively new system of training of qualified personnel, as well as, taking into account the digitization of the economy and the development of new progressive technologies, the task is set to meet the current and promising need for qualified personnel [1].

Ensuring the flexible, consistent and continuous development of professional skills and knowledge in the laws, orders and decisions adopted in this regard to create an educational system corresponding to modern requirements and training of qualified personnel, recognition of qualifications and knowledge, taking into account not only the education received by the individual, but also his professional experience, skills and personal and business characteristics, introduction of flexible, transparent and, ministries and departments with educational institutions at the disposal of which the tasks of revising the relevant educational programs of educational organizations before the start of the next academic year are established, as well as organizing the improvement of the qualifications of their professors. These tasks set the agenda for conducting

scientific research related to the training of personnel in accordance with the requirements of the labor market today by improving educational standards and programs. From this point of view, the issue of improving the mechanism of training personnel is gaining relevance [7].

**Analysis of thematic literature.** The knowledge and skills of specialists with higher education, training of qualified personnel in their formation as individuals and in ensuring the economic growth of the country are one of the main socio-economic factors. Therefore, naturally, they are constantly researching educational problems, its interaction with the development of the economy and society by many scientists of the scientific field. In particular, the general methodological basis of these problems is V.I.Andreev, L.M.Mitina, O.V. Krukhmalevas, In the work of the philosophical problems - J.Allack, W.A.Klimenko, M. Heidegger. The socio-economic issues - Philippa G. Coombs, N.V.Sush, A.I.Juk, and N.N . Koshel. In the scientific research on the issues of innovation of Higher Education - Z.M.Yuk, A.V.Markov, G.A.Haskewicz, B.A.Gedronovich, A.S.Golovachev, N.V.Yurova, E.S.Shishkin and V.P. Avetisyan. In the scientific articles of the avetisians, Uzbek economic scientists Q.X. Abdurahmanov, Sh.R. Kholmominov, H.P.Abulkosimov, D.X.Nabiev, G.N.Akhunova, M.Mirzakarimovas conducted scientific research on the relationship of the labor market with demographic processes, the problem of unemployment, the educational system, the educational services market, the educational system and the labor market.

**Research methodology.** In order to indicate the need to develop educational standards based on the professional standard in the training of competitive personnel, conclusions, suggestions and recommendations were made in the relevant directions by conducting an interview with scientists and representatives of the field, analysis of their written and oral opinions, expert assessment, process observation, a systematic approach to economic phenomena and processes, comparative analysis.

**Analysis and results.** In Uzbekistan, today there are large-scale reforms aimed at improving the quality of education and achieving high educational results. A number of documents were adopted that identified a systematic approach to these issues and a long-term perspective. One such document is the decree of the president of the Republic of Uzbekistan “On approval of the concept of development of the public education system of the Republic of Uzbekistan until 2030” PD-5712, adopted on April 29, 2019. The document highlights that among the existing problems in the field of education, “the absence of clearly defined national standards that the director and teachers should know and fulfill, leads to an increase in their potential and the inefficiency of the procedure for choosing and appointing the heads of current institutions” [3].

In order to ensure the implementation of this decree, improve the professional education system on the basis of advanced foreign experience, to train qualified and competitive personnel for the labor market by introducing the stages of general secondary and professional education, and to widely involve employers in this process, the professional standard of the teacher of the general secondary education school has been developed.

Professional standards are established by employers, taking into account the peculiarities of management activities, in the formation of personnel policies and in the management of personnel, in the organization of training and certification of personnel, the use of qualification in the definition of categories.

The professional standard establishes the basic requirements for the labor tasks that the teacher needs to qualitatively carry out his professional duties. Labor tasks represent a harmonious set of motivations for productive activities of the teacher on the basis of knowledge, skills and acquired values [5].

The professional standard is developed on the basis of a competency approach, which implies the activities of the teacher aimed at transmitting knowledge to students, the formation of skills and values in them. The professional standard defines the requirements for the social and professional competencies of the teacher and the set of values that he must adhere to in his

professional activities. Social competencies are common to all educators. Requirements for the professional actions of the teacher included seven directions:

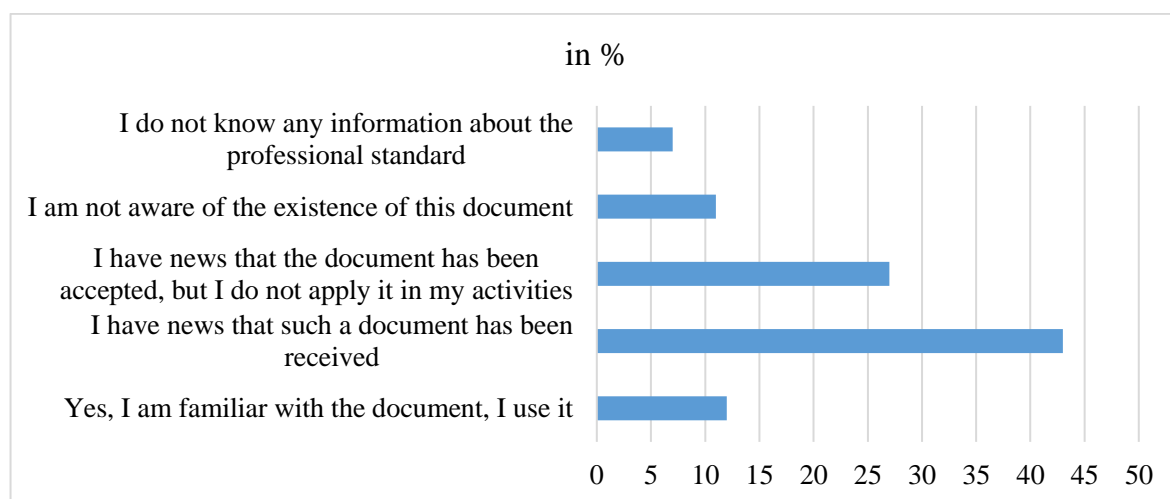
- 1) planning the educational process;
- 2) ensuring the effectiveness of Education;
- 3) assessment of appropriation and ensuring feedback;
- 4) Organization of educational activities;
- 5) self-development and professional growth;
- 6) create and provide a safe developing educational environment;
- 7) cooperation with colleagues and parents of educators [7].

These areas of work reflect the structure of professional activities (labor functions), are an important document for providing education to students and ensuring a high quality of support for their development.

In each direction, a set of standards is presented that reflect the requirements for the professional labor actions of the teacher. The implementation of standards means that the activities of the educator in this area are effective. Within the framework of each Labor function determines the indicators of the activity of the teacher, expressed in each standard as labor actions. They are directly related to the application of the established knowledge and skills in each area of labor action, which must be carried out by the teacher in order to fulfill the standard, and are based on the professional values of the teacher [2].

Understanding what a prospective teacher knows, performs, and appreciates demonstrates the importance of conducting research on the prestige and career advancement of the profession.

As a result of the study of the fact that educational standards and programs of higher educational institutions in the direction of pedagogy are prepared on the basis of the teacher's professional standard, it was found that higher education is not fully formed in the professors and teachers of the institution about this document and process (Figure 1).



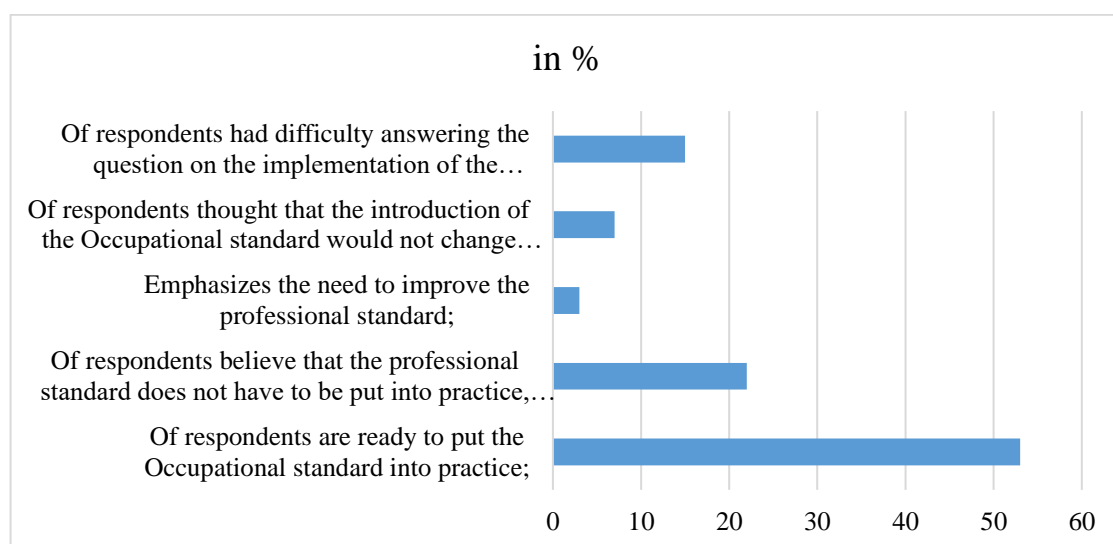
**Figure 1. Respondents have information about the professional standard(in%)**

Etgan rofessor took part in the textbook -the majority (82%) of the total number of students of the etgan rofessor profession. According to the survey, 18% of respondents believe that the profession of standard pedagogy is a higher educational institution of the state. Education standardization is an integral part of long-term, long-term pedagogical training. I mean, by 2021, professional standard 3 will be adopted, which will apply to both long-term ethylmaganlig production operations and long-term ethylmaganlig production operations.

At the same time, in the training of pedagogical staff-specialists who meet the needs and needs of the modern, labor market and educators, the main part of the reforms that implement policies in the field of education should be the organization of reforms in the educational system. The professional activity of the cadres preparing the higher education system accelerates the quality of preschool and general secondary education, the competitiveness of graduate students in the labor market, the process of building a Democratic state and society based on Market Relations conducted in our country with personnel, it is possible to ensure that our country occupies a worthy place among the developed countries.

During the survey, the attitude of professors and teachers of higher educational institutions in the direction of pedagogy to the teacher's professional standard was studied, and the following was determined (Figure 2):

- 53% of respondents are ready to put the Occupational standard into practice;
- 22% of respondents believe that the professional standard does not have to be put into practice, the qualification requirements given in the existing educational standards are sufficient;
- 3% emphasizes the need to improve the professional standard;
- 7% of respondents thought that the introduction of the Occupational standard would not change anything in the training of personnel;
- 15% of respondents had difficulty answering the question on the implementation of the Occupational standard in practice.



**Figure 2. The attitude of teachers of higher educational institutions to the professional standard.**

During the study, the teacher studied the need for the professional standard in the training of pedagogical personnel:

- 47% of participants recognized that the preparation of educational standards and programs based on the professional standard is important in the preparation of future pedagogical personnel for practice. That is, the survey considers that the participants in the professional standard, along with theoretical knowledge, are a document that determines the labor actions that the teacher performs in his activities, reflect the requirements directly related to practice, and determine specific directions for the training of the future teacher;
- 23% of participants expressed the opinion that the quality of education and future personnel organized on the basis of the professional standard will increase;

- 17% of participants believe that the professional standard limits creativity in the training of personnel and leads to the appearance of a mold in the activities of the teacher;
- 8% of participants believe that the higher system is not ready for the organization of education on the basis of the professional standard;
- 5% of participants believe that the professional standard is not necessary in the training of educators.

The studies carried out indicate that there is no single opinion on the training of pedagogical personnel, it is necessary to study the world experience in this matter, as well as to improve the knee of training pedagogical personnel.

Also, the need to “ensure the process and educational and methodological support of qualified persons training, critical analysis of educational plans and programs by leading specialists of personnel consumers, qualification requirements of pedagogical Educational Directions (specialties), the formation of requirements for the content of educational plans and programs in cooperation with employer organizations and educational institutions” [4] is established in government decisions.

Conducting practice together with study, conducting practical training and qualification practices in the direct production of students, formation of educational content the teacher is organized on the basis of the professional standard, ensuring the mutual integration of the science and educational process and serving the economic and social development of our country.

**Conclusions and suggestions.** Based on the analyzes carried out, it was found that the teachers of professors operating in higher educational institutions in the direction of pedagogy are not sufficiently familiar with the professional standard and do not have full knowledge of the content of the document, what is important in the training of personnel. At the same time, most professors approve of the implementation of the teacher's professional standard in practice, and consider it an important step in the training of pedagogical personnel to set specific tasks in this regard.

Taking into account the fact that the professional standards are developed as a basis for training, retraining and professional development of personnel, assessment, certification, training for the profession and are intended for a wide range of users, it provides for a focus on the following when training qualified personnel in higher educational institutions of the pedagogical direction:

1. To study and analyze the teacher's professional standard, to form clear ideas about its content, significance and role in the professional activity of the teacher.
2. Implementation of the teacher's professional standard into practice, taking into account the integration of Science and education and development. Use on the basis of a supporting document in the training of personnel in higher educational institutions in the direction of pedagogy.
3. Development of educational standards, programs and modules on the basis of the teacher's professional standard, as well as qualification descriptions of the graduate.
4. To inform the teacher about the requirements for it.
5. In the development of assessment tools and the development of qualification requirements of students by compatibility levels.
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