

## PROFESSIONAL DEVELOPMENT IS THE DEMAND OF THE TIMES

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### Abstract:

Organization of the system of continuous professional development of teaching staff is the urgent task of today, and the reforms implemented in the field of education are expanding more than ever. In this article, the author of the pedagogic staff, in order to increase the attention to the issue of education through the continuous professional development of the pedagogues, should increase the demands on themselves, and for this, they should work tirelessly on themselves, only then will they have a positive effect on the students. It was discussed that they can achieve results, and the expected result will be positive.

**Keywords.** Continuous professional development, work, skills, training, education, knowledge, skills, education, training, pedagogue, experience, retraining, professional development.

The high qualities that make man human are due to Work. In fact, knowledge cannot be acquired without hard work. Skill, practice, Learning, knowledge, skill are the product of the mind. The importance of exercise is incomparable in enhancing and developing knowledge and skills, as well as in further improving the mind.

In our country today, attention has been paid to the field of retraining and professional development. The fact that teachers and educators work on themselves, develop their knowledge and skills, and the importance of repetition and practice to improve their intelligence, updating the system of continuous professional development of public education workers, is one of the priority tasks of our state, and it is also mentioned in state documents. z is finding its reflection.

For example: the decision of the Cabinet of Ministers of the Republic of Uzbekistan dated January 17, 2022 No. 25 "Approving the regulation on the procedure for the establishment of the system of continuous professional development of public education workers" is a clear example of this. The procedure for organizing the system of continuous professional development of leaders, pedagogues and specialists was defined by this Regulation. On the basis of continuous professional development of public education employees, creation of necessary conditions for continuous growth of their professional skills and qualification level, retraining in accordance with modern requirements and introduction of effective mechanisms of regular training, it was determined to ensure continuous professional training of these employees at a high level. . Also, increasing the respect of teachers and educators working in the education system, raising their prestige remains one of the most important tasks.

The law "On Education", the adoption of the National Program and the introduction of the international evaluation system became the basis for the implementation of radical reforms in education.

From this point of view, as the child gradually acquires knowledge, skills and qualifications about life and the environment in the family environment, he acquires knowledge, skills and qualifications based

on the requirements of the State Education Standard in preschool and general secondary schools. will have

Instead, special attention is being paid to the retraining of teachers who educate children in terms of qualification and specialization - life itself shows that at the heart of this, the potential of personnel, training of competitive personnel is becoming an urgent issue.

Because the requirements of the fast era are also fast, today's pedagogue should not only be a master of his profession, he should be creative, inquisitive, and demanding of himself. At the same time, it is time for him to know computer technology, to connect to the Internet, to get acquainted with the news related to his field through the Internet, to apply the news to his work, to improve his skills directly and indirectly, and to share his experience.

In the science of pedagogy, the types of work are thoroughly researched: physical, mental. For types of work, even for physical work, knowledge, intelligence, and education are needed.

Knowledge, learning, science and intelligence are important factors for human development.

One of the most important components of the continuing education system is the type of professional development and retraining of pedagogues.

As socio-economic and scientific-technical development accelerates, the retraining of personnel in the new and newest directions of science, technology and technology development is of particular importance.

While looking at the problem of theoretical-methodological and organizational-pedagogical provision of a unified system of continuous education, in addition to the improvement of pre-school, general secondary education, secondary special vocational education, higher education, we also include older working pedagogues with education.

It is impossible not to emphasize that attention is being paid to their experience in all fields of science. In most of the developed countries, the clearly formed form and system of professional development and retraining of personnel have not yet been developed sufficiently. In our country, this direction is included in the types of continuous education and is based on the law.

In a number of other developed countries, there are two types of technocratic and humanistic approach to the problem of learning needs. The first approach is related to the economic interpretation of the problem of continuous education. The development of science and technology, the market, the pursuit of profit, make great demands on highly qualified employees, and their financial situation depends on the level of education and qualifications. Naturally, this, in turn, directs a person to acquire the knowledge and skills necessary for the quality performance of his work duties. Continuously increasing complexity of the tasks assigned to employees, competition requires them to have high-quality preparation for a profession with a high general education level, easy assimilation of innovations in the profession in a short period of time, ability to adapt to rapidly changing conditions of production, acquisition of a high general culture.

The purpose of retraining and upgrading the qualifications of the teacher is to develop the creative capabilities of the teacher, to improve his personal qualities, professional knowledge and general level, and the ultimate goal is to sharply increase the quality of teaching and education of students.

Also, it is important to study the psychological image of the teacher. In order to verify the reliability and objectivity of the methods aimed at forming a system for evaluating the socio-psychological portrait of the trainees of the advanced training course, experimental work was carried out on the trainees of the

course working and studying in the field of Social Humanities and Natural Sciences. In the results of the experiment, it is possible to explain the uniqueness, similarities and differences of the teacher's psychological image of teachers working in the natural and humanitarian direction.

According to the results of the analysis, teachers studying humanitarian (5.00) and natural (5.33) directions have more sensitive nerves in their "psycho-emotional state", their moods are more dependent on external factors, and they become nervous in unfavorable situations. They are able to accept the situation of another person and sympathize with him. Unfavorable situations can put them in a difficult situation. In such cases, they become nervous and anxious. They show their miracles. All this affects their work efficiency. They are not always able to eliminate unpleasant situations. But they should be able to control their emotions.

In the teachers' self-evaluation scale, the first option is preferred by the teachers of the humanitarian (5.36) and natural (4.95) branches, and then they can perceive themselves positively. They think creatively, they are able to create a lively atmosphere of communication in the classroom, they can work together with students and provide them with psychological support. They can accept students as individuals and value them. This leads to the emotional development of students and the transformation of their imaginations into reality. They are distinguished by their enthusiasm, bright behavior, creative approach and adherence to democratic principles.

The third option, and the priority of the answers of the third option among teachers of both directions, means that they depend on social norms.

Also, when analyzing teachers' orientations, humanities and natural sciences teachers showed higher indicators of "activity" (15.77 and 17.70) than self-orientation and people orientation.

Specialists of each field in society have their own image, and this image shows the professional nature of the person. Teachers of public education institutions are not only engaged in educating young people, but also ensure the development of science and determine the fate of the entire educational system.

From this point of view, it would not be wrong to say that the fate of educational institutions depends on the pedagogues of public education institutions. Therefore, in order to educate intellectuals in the social environment and deliver them to the society as well-rounded people, it is necessary for the pedagogues of public education institutions to have their place and image in the society.

The teacher training system can be improved only if the following conditions are met:

- Ensuring the nationalism of the qualification improvement system, humanizing it;
- Taking into account the mutual succession between basic and additional education, their differences and characteristics;
- The coherence of the interconnection of organized and independent education;
- Study the real needs of pedagogues and satisfy them rationally;
- To achieve a correlation between the social basis of the teacher's continuous professional development and its subjective capabilities;
- Stratification and personalization of teacher training at different stages of professional activity, providing variety in independent selection of teaching content and teachers' wide range of opportunities;
- The connection of qualification and certification with material and moral stimulation;
- Combining state and community forms of training organization;
- Follow the principle of gradualism in training.

Also, if regional-national characteristics, historical, cultural and ethnic traditions are taken into account, the effectiveness of any education, including professional development, will be much higher.

In the Republic of Uzbekistan, it is necessary to take into account the above-mentioned national and regional features of the problem of the forms of training of pedagogic personnel.

In the conditions of Uzbekistan, it is necessary to continue research on the forms of skill improvement. There are advantages to using active teaching methods in professional development courses.

In general, it is necessary to change the personality of the pedagogue in a positive direction. Analyzing the components and qualities of pedagogical activity will determine the main factors necessary for the successful work of teachers. This situation calls for a critical approach to the existing forms and methods of training and conducting experiments on these methods.

Training of pedagogues of pre-school, school and extra-school educational institutions, regardless of the form and method, is the most urgent task of today. The successful fulfillment of this task also places great responsibility on professors and teachers working in professional development and retraining institutes and professional development centers. full-fledged professional development of teachers depends, first of all, on the qualifications of teachers of professional development institutes and centers. For this reason, it is the most urgent issue that cannot be delayed to improve the qualifications of teachers working in professional development institutes and centers.

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