

QUALITY TRAINING OF PEDAGOGICAL STAFF IS THE BASIS OF A DEVELOPED COUNTRY

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ABSTRACT

The article is devoted to the study of topical issues of preparation of highly qualified teaching staff for the Republic of Uzbekistan, based on modern requirements of the time. The purpose of the article is to determine the influence of the quality of training of pedagogical personnel on the progressive development of Uzbekistan. The article describes the changes in the departmental bodies of the republic directly related to the activities of the system of continuous education in Uzbekistan, the role of the two ministries established in the republic: the Ministry of Preschool Education and the Ministry of Innovative Development, in the training of pedagogical personnel and the progressive development of Uzbekistan. The author presents statistical data confirming the need to stimulate the practical implementation of innovative ideas, developments and technologies in the system of higher pedagogical education. The article specifies the tasks of higher education in Uzbekistan and measures to implement these tasks, describes the model for the development of professional skills of the university teacher, reveals certain areas of the "Strategy of Action for the five priority directions of the development of the Republic of Uzbekistan in 2017-2021", describes "A set of measures for radical improvement of the system of higher education" in the field of effective forms of retraining and advanced training of university teachers; optimization of target parameters of training of personnel with higher education; improvement of the educational process in the university, curricula and programs, the introduction of modern forms of organization of training for a master's degree; updating information and resource centers; increasing the effectiveness of scientific and methodological activities, the spiritual and moral content of higher education, etc.

KEYWORDS: Education; University, Student; Teacher; Goal; A Task; Result, The Quality Of Education.

INTRODUCTION

In the 21st century, the main factor determining the socio-economic development of each country is the innovative component of higher education. The innovative way of development of higher educational institutions of the Republic of Uzbekistan allows creating such a niche in the socio-economic environment that can contribute to solving the pressing problems of society and highly complex sectors of the economy, master new modern industries, realize human potential,

expand the market for intellectual products, increase the effectiveness of innovative activities in education, technology and culture.

Theoretical Basis

The education of the younger generation is associated with the training of qualified personnel who meet the most modern and promising requirements of the state. Well-known scientists not only of our country devoted their scientific works to this issue.

Main part. In order to turn Uzbekistan into a dynamically developing country with a market economy with a high share of intellectual contribution to society, two ministries have been created in our country this year: the Ministry of Preschool Education of the Republic of Uzbekistan and the Ministry of Innovative Development of the Republic of Uzbekistan.

The creation of the first department is due to the fact that out of 32 million inhabitants of the republic, 64% are young people under 30 who have children of preschool age. And, as you know, it is in preschool educational institutions that the child receives the first skills and knowledge. So far, coverage of preschool education in Uzbekistan has not exceeded 30%, despite the fact that the need for preschool educational institutions is quite high. The main tasks of this ministry include: definition, development and practical implementation of a unified state policy in the field of preschool education. The material and technical base of kindergartens is being strengthened, training and retraining of teaching staff is organized, and training programs are being revised. In addition, from January 1, 2018, in the cities of Tashkent, Nukus, and regional centers, new preschool educational institutions will start working on a pilot basis on the basis of public-private partnership.

The creation of the second department is connected with the task of continuous practical introduction of innovations that will ensure qualitative growth in all spheres of the republic's social and economic development and ensure the implementation of a unified state policy in the field of innovation, scientific and technological development. The new department will ensure the mobilization of available resources and funds for the implementation of innovative ideas, developments and technologies with the rational use of budgetary funds.

A full-fledged transition of Uzbekistan to an innovative development model is due to the need to create an effective system of state support for innovation in the country and stimulate the practical implementation of innovative ideas, developments and technologies in public administration, priority sectors of the economy and the social sphere, especially in the system of continuous education. At the same time, the improvement of the higher education system is focused on the training of highly qualified specialists for the social sphere and the economy that meet the most modern requirements. The content of higher education in Uzbekistan has also changed. In 2017, for admission to higher educational institutions, the total quota for bachelors and masters was increased by 14%.

The system of selection of applicants is being improved. So, on the basis of the decree of the President of Uzbekistan Sh.M. Mirziyoyev from the 2018-2019 academic year, entrance tests for admission to universities will be held from August 1 to 15. Applicants will know the results the very next day.

At the same time, admission in the areas of education in the field of culture, art, design, fine and applied arts, art history, music education, sports and physical education, which require special

talent from applicants, will be carried out based on the results of creative exams, without entrance tests, which opens the way the most talented young people.

Higher education institutions are opening today in the regions of the republic. For example, at the Termez State University, in cooperation with the Tashkent Islamic University, it is planned to organize training in the field of study "History (Source Studies and Textual Studies)". Also, in the regional center of the Surkhandarya region, the city of Termez, a branch of our university is opening, which will also train teaching staff for preschool, general education and secondary specialized vocational educational institutions of the republic

In addition, the development of education in modern conditions is becoming one of the directions for activating the foreign policy of the republic. Branches of the leading foreign universities operating in our country (branch of Lomonosov Moscow State University, University of Westminster, Inha University, etc.) in 2018 will open branches of Webster Universities (USA) and "Yeoji Institute of technology" (Republic of Korea).

In order to strengthen the scientific and technical base of higher educational institutions of the Republic of Uzbekistan, a harmoniously developed generation is being trained in the system "bachelor's degree - master's degree - doctoral studies" and improving the quality of education through the integration of "education - science - production"; interdisciplinary educational and scientific laboratories are being created to solve a number of problems in industries and sectors of the economy; the entire research infrastructure of higher educational institutions is being modernized.

But there are many plans ahead. Among them: the creation and development of innovation and technology centers (technoparks); development of technological capabilities of universities, digital educational and scientific processes - the development of computer information and communication networks and the transition to computerized educational complexes as a means of solving problems for the accelerated development of information and communication networks.

Based on these goals, the system of higher education at the present stage of the country's development solves the following tasks:

- 1) Education of worthy youth of the country as competitive specialists with independent thinking and their own views;
- 2) Improving the quality of education and training of young teachers;
- 3) Deepening the integration of the educational process with research and production activities;
- 4) Implementation of applied scientific research that is of practical importance for manufacturing enterprises;
- 5) Providing high-quality education based on modern educational programs in accordance with state educational standards;
- 6) Improving the training of personnel, based on the prospects for the economic and social development of the country, the needs of society, modern achievements in science, technology, technology, economics and culture;
- 7) Introduction into practice of new pedagogical and information technologies, methods and means of self-education and individualization of education;

8) Introduction into practice of effective mechanisms for integrating higher education with science and production;

9) Creation of research potential, performance of research work in order to develop manufacturing enterprises, including the development of innovations developed on the basis of their own fundamental and applied research;

10) Improving the quality and efficiency of research work in the conduct of fundamental and applied research, the implementation of promising innovative developments and projects.

To solve these priority tasks, the necessary conditions are being created and the material and technical base of universities is being strengthened.

One of the important directions on the way of globalization and integration of positive international experience into the model of education is the professional development of teacher skills, which is associated with:

- Transmission of accumulated experience to other educational institutions of the republic;
- Generalization and dissemination of the best pedagogical experience of domestic and foreign teachers-innovators;
- Development of recommendations for improving the system of retraining and advanced training of teachers of the republic;
- Training and education of the younger generation in accordance with world experience;
- Development of training programs involving leading domestic and international experts;
- Cooperation with leading domestic and foreign organizations related to the education and development of children in order to exchange experiences and implement best practices;
- Monitoring the professional activities of teachers with teaching skills;
- Creation of conditions for continuing professional education of teachers;
- Creation of a network educational community of teachers of the republic.

High-quality education is a key factor in the implementation of the strategic goals outlined in the program documents of the government of the republic. Among them is the "Strategy of Action in Five Priority Areas of Development of the Republic of Uzbekistan in 2017-2021".

The main provisions of this regulatory document are related to the training of personnel for the republic, including pedagogical ones.

In particular, in the fourth direction it is said that high-quality education should become the basis of industrialization and innovative development of our republic. In this context, an important direction of state policy in the field of higher education is the formation of a modern, open, flexible education system, the ultimate goal of which is to support and develop the intellectual and creative potential of the younger generation.

In order to achieve success along this path, it is necessary now to start implementing programs for updating the content of education and improving the qualifications of teaching staff in all areas, from schools and teacher training colleges to pedagogical universities. Otherwise, a situation will arise when universities and teacher training colleges release personnel into the labor market who are unfamiliar with the updated programs and require advanced training before

starting work. In other words, the system of higher education requires an effective functioning mechanism aimed at achieving the goals set by the state for the system of lifelong education as a whole.

Today it is difficult to imagine the implementation of plans to build a state with a market economy without the participation of students. Therefore, in order to strengthen the role of higher educational institutions of our country, in order to ensure the implementation of the Decree of the President Sh.M. Mirziyoyev "On the Action Strategy for the five priority areas of development of the Republic of Uzbekistan in 2017-2021" dated February 7, 2017 [1, 1] The Ministry of Higher and Secondary Specialized Education of Uzbekistan developed a "Complex of measures to radically improve the system of higher education".

This decree covers a number of areas:

Firstly, it is planned to introduce effective forms of retraining and advanced training for teachers of higher educational institutions, organized for them internships in foreign educational and scientific institutions. The activities of the Fund of the President of the Republic of Uzbekistan "Iste'dod" have been improved to improve the skills of promising young teachers and scientific personnel.

Secondly, it is planned to optimize, re-profiling the target parameters for training personnel with higher education, the areas of study of higher educational institutions in combination with ongoing regional and integrated development programs, and new educational institutions have been created. The target optimization parameters for the training of personnel with higher education have been determined. Taking into account structural changes in regional reprofiling, training of personnel, admission rates to higher educational institutions will be gradually increased.

It also provides for the development of a concept for the development of each university of the republic. Long-term plans have been outlined for the re-profiling of existing higher educational institutions and the opening of their branches in the regions. It is gratifying to note that the training of personnel in the country's universities will be carried out on the basis of priority areas and characteristics of economic sectors and regional development.

Thirdly, on the basis of the experience of leading foreign universities, it is planned to improve the educational process in the system of higher education, curricula and programs, and introduce modern forms of organizing training in the magistracy.

In this direction, it is provided:

- Creation of a mechanism for the development, approval and implementation of curricula and curricula of higher education based on the study of the requirements of the real sector of the economy and advanced foreign experience;
- Improvement of the content and structure of curricula and curricula in areas of study in undergraduate and graduate specialties, optimization of subject blocks, hours of curricula based on advanced foreign experience;
- Introduction of the practice of targeted (targeted) training for the scientific and pedagogical activities of masters in accordance with the current and future needs for scientific and pedagogical personnel of higher educational institutions in the regions;

- Ensuring the conformity of bachelor's and master's degrees to foreign samples;
- Improvement of the system of organization and provision of practical training in the specialty of university students in accordance with the curricula.

Fourthly, the information support of higher educational institutions will be replenished with modern educational, methodological and scientific literature, in particular, foreign ones, and the funds of information resource centers will also be updated.

In addition, in order to meet the needs of the universities of the republic in educational and scientific literature, a phased preparation and implementation of educational and methodological complexes for subjects in the areas of higher education is envisaged based on the development of requirements for the procedure for compiling a list of references, creating, acquiring and distributing educational literature of a new generation.

Fifthly, scientific and methodological activity will be developed and its efficiency will increase. Based on the requirements for university professors, measures will be taken for the targeted training of scientific personnel with higher education in those areas where there is an acute shortage of them. Systematic work will be carried out to increase the interest of young people in science, to encourage and reward young scientists for scientific and creative activities. In addition, the scientific developments of young people will be widely introduced into practice.

Sixth, the effectiveness of the spiritual and moral content of higher education and ongoing activities among students will increase. After all, the effective conduct of spiritual and educational work among the student youth of our country is very important.

The activities of the ManaviyatvaMarifat Center under the Ministry of Higher and Secondary Specialized Education of the Republic of Uzbekistan will be improved and its role in coordinating and organizing spiritual and educational work, as well as cultural events will be strengthened.

In addition, a set of additional measures was approved aimed at strengthening and modernizing the material and technical base of higher educational institutions in 2017-2021, equipping them with modern educational and scientific laboratories, information and communication technologies. According to it, according to the address list, phased construction, reconstruction and overhaul of educational buildings of universities, student hostels, sports facilities and other facilities are determined.

The goal and objectives defined in this Set of Measures will help to ensure the training of in-demand personnel in the modern labor market, which will serve as the basis for the consistent implementation of transformations within the framework of the "Action Strategy for the Five Priority Directions of Development of the Republic of Uzbekistan".

It should be emphasized that this regulatory document will undoubtedly play a key role in improving the system of training qualified personnel and provide the sectors of the economy and the social sphere with self-sufficient specialists, and most importantly, it will help to achieve a balance of training in terms of the number and areas of bachelor's and master's education with real current and prospective demand of potential consumers, improving the employment of university graduates.

The fundamental basis and methodological basis for this Set of Measures were the Resolutions of the head of our country "On measures for the further development of the higher education

system” dated April 20, 2017 [2, 1] and “On measures to strengthen the material and technical base of higher educational institutions and improve the quality training of highly qualified specialists”, which contain the most general requirements and recommendations for all specialties of undergraduate and graduate programs. It is important that they are aimed at providing the necessary conditions for a radical revision of the content of training university personnel, training specialists with higher education in accordance with the international level, based on the priority tasks of the country's socio-economic development. These normative documents, harmoniously combined with the goals of the Action Strategy, became the beginning of a new stage in the development of higher education in our republic.

It should be noted that the Tashkent State Pedagogical University named after Nizami can serve as an example for other universities of our country, where systematic work is being carried out to increase the interest of young students in pedagogical science and the manifestation of the creative activity of young scientists. For example, the participation of students and undergraduates, along with teachers, in intra-university, republican and international conferences held annually at our university, in meetings with scientists, writers, poets, representatives of culture and famous athletes of our republic, in research (fundamental, applied and innovative) projects with the possibility of ensuring the widespread introduction into practice of the scientific developments of student youth are direct evidence of what has been said.

CONCLUSION

This means that the key role in improving the system of training qualified personnel and providing the social sphere with knowledgeable teachers, popular preschool educational institutions, general secondary schools, academic lyceums and professional colleges is played by the pedagogical universities of our republic, whose graduates will be able in the current conditions to educate a harmoniously developed generation - physically healthy and spiritually mature, intellectually rich, with versatile knowledge and creative thinking.

It is gratifying to note that the leadership of our republic almost daily makes decisions that affect a cardinal turn in education and other social structures of society.

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