

## ACTUAL ISSUES OF INCREASING THE QUALIFICATION OF PEDAGOGICAL STAFF IN THE MODERN EDUCATION SYSTEM

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### Abstract

The article highlights the strategic importance of teacher professional development in the context of modern globalization, digitalization, and innovative development within the education system. It emphasizes continuous skill enhancement as a key factor in education quality, covering traditional and modern models (competency-based, individual trajectories, online-hybrid learning).

### Keywords

Teacher professional development, education quality, globalization digitalization, competencies, lifelong learning, digital competencies, Uzbekistan education reforms, international experience, innovative models.

In the context of modern globalization, digitalization, and innovative development, the education system is emerging as one of the most important strategic directions for the development of society. The formation of a knowledge economy on a global scale and the growing need for competitive personnel require raising the quality of education to a new level. The quality of education primarily depends on the professional training of teaching staff, methodological literacy, management culture, and the level of regular self-improvement.

In this sense, the teacher professional development system is viewed not as an integral part of modern education, but as a priority mechanism that determines its quality indicators. After all, the practical result of the reforms carried out in the education system is determined, first of all, by the new thinking of the teacher, the ability to use modern technologies and the ability to effectively organize activities aimed at developing the student's personality.

The professional development process is a system of continuous professional development aimed at updating, deepening, and improving a teacher's existing knowledge, skills, and competencies. This process is not limited to short-term courses, but implies continuous education throughout the teacher's entire career.

Modern educator:

designing the educational process,  
forming the learning environment,  
introducing innovations,  
evaluation system manager,  
acts as a subject of psychological and pedagogical support.

This requires not only scientific knowledge but also a wide range of professional competencies from the educator.

Transformation of the role of education and educators in the context of globalization  
Globalization imposes a number of new requirements on the education system:  
providing education in accordance with international standards,  
effective use of digital technologies,  
preparing students for the global labor market.

In this process, the role of the educator is changing from a traditional "educator" to a "facilitator" and a "mentor." That is, it must teach the student independent thinking, analysis, and a creative approach.



Digital transformation and professional development

The process of digitalization has created new opportunities in the education system: online learning platforms, distance learning, use of artificial intelligence, electronic assessment systems.

For educators to use these tools effectively, it is necessary to develop their digital competencies. Therefore, during the professional development process, special attention should be paid to the following:

ICT literacy,  
digital pedagogy,  
online course development skills.

Modern models of professional development

Currently, the following models of professional development for educators exist:

1. Traditional model

Providing knowledge through courses and seminars.

2. Competency model.

It is aimed at forming specific professional competencies.

3. Individual development trajectory

Developing an individual development plan for each teacher.

4. Online and hybrid education

Harmonization of distance and traditional education.

International experience

In developed countries, the professional development of teachers is based on the following principles:

lifelong learning,  
practical orientation,  
research-based approach,  
international cooperation

In countries such as Finland, South Korea, and Singapore, teachers undergo continuous retraining, and their professional growth is a priority of state policy.

Professional development system in Uzbekistan

In Uzbekistan, as part of the reform of the education system, great attention is paid to improving the qualifications of teachers. Specifically:

new educational standards are being introduced, international programs are being integrated, and online platforms for educators are being created.

Ways to increase the effectiveness of professional development

The following measures are considered effective:

development of competency-based programs;  
increasing the number of practice-oriented trainings;  
expanding international cooperation;  
improving the system of incentives for educators;  
widespread implementation of digital educational resources.

**Conclusion.** Professional development for teaching staff is considered a fundamental pillar of the modern education system. It not only ensures the professional development of the educator but also directly affects the quality of education and the development of society.

Therefore, improving the professional development system and developing it based on innovative and individual approaches is one of the most pressing tasks today.



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