

**INNOVATIVE WAYS OF RE-TRAINING AND SKILLS IMPROVEMENT OF
STAFF IN PRESCHOOL EDUCATIONAL ORGANIZATIONS**

Tashbayev Naim Sadikovich

Head of the “Department for the Organization of

Continuous Professional Development in the Regions” of the

Institute for Retraining and Advanced Training of

Directors and Specialists of Preschool Educational Organizations,

Doctor of Philosophy (PhD) in Pedagogical Sciences, Associate Professor, etc.

Abstract: The article analyzes innovative ways of retraining and advanced training of employees of preschool educational organizations based on pedagogical considerations. Practical proposals and recommendations are put forward on the problems arising in advanced training and retraining.

Keywords: Teacher, Advanced training, Retraining, Modern pedagogy.

Introduction. Recommendations for organizing advanced training of pedagogical staff of preschool educational organizations. Pedagogical staff of state and non-state preschool educational organizations should undergo advanced training every 5 years. Leading specialists, including the head of the organization, methodologists, psychologists, speech therapists and dyslexia specialists, undergo advanced training every three years. The goals and tasks of advanced training of pedagogical staff working in state and non-state preschool educational organizations are as follows: to ensure the educational process in the educational organization in accordance with qualification requirements, at a high scientific and methodological level, to promote the continuous development of professional and pedagogical skills in advanced pedagogical and information technologies, as well as interactive teaching methods, to regularly update the necessary professional knowledge and skills, to familiarize with new principles and modern methods of organizing the educational process, qualification requirements, regulatory and legal documents [1].

In a specialized educational organization for advanced training, training is carried out in a regional center based on individual assignments or clearly focused programs, taking into account the results of monitoring the educational process of the relevant type of education and the quality of personnel training, and mastering targeted professional training programs in subjects developed in accordance with qualification requirements, as well as the requirements of the authorized state body for education management.

Literature analysis. The course of retraining and advanced training of pedagogical staff of preschool educational organizations is a form of training that provides new professional knowledge, skills, modern abilities and competencies to the level of ensuring the quality of the educational process in accordance with the qualification requirements for pedagogical activity [2].

As is known, today the following forms of advanced training of pedagogical staff are used in the Republic of Uzbekistan: monthly courses without separation from production; annual courses without separation from production; full-time, part-time courses; short-term courses;

external training; advanced training based on an individual plan; problem-based (targeted) courses; advanced training by participating in course classes based on an individual plan without separation from production (for creative teachers); internship of teachers based on the work of creative teachers (or advanced teachers working creatively); telecourse; courses organized via the Internet; distance learning courses.

Analysis and results. Training in a specialized educational organization for advanced training can be organized in the form of distance learning according to the 2+2 or 3+1 schemes (respectively 50 or 75% - independent learning at the place of residence, 50 or 25% - directly in the educational organization). Such forms of training are used in the presence of modern information and communication technologies and special virtual courses for advanced training of teaching staff.

Training according to the "teacher-student" method - purposeful improvement of the qualifications of teaching staff in the relevant educational organizations in the subjects under the leadership of highly qualified teachers-teachers, selected on a competitive basis, famous in the country (region), scientific and pedagogical community for their high results, high indicators of professional activity, and their school for training competitive personnel.

Independent learning is aimed at improving professional skills, expanding professional competence and scientific outlook by teachers, and involves their continuous independent acquisition of new knowledge, skills and qualifications in their position and specialty.

Independent learning is an integral part of the continuing education (professional development) of teachers of educational organizations, which stimulates the mastery of information technologies. If independent learning is carried out in accordance with the established procedure, according to the relevant educational programs of professional development, then based on the results of the final control of knowledge, the teacher is issued a document (certificate) of the established sample on professional development by the regional center.

This form of professional development involves the acquisition of the educational program by independent learning on the basis of an individual plan developed by the student and approved by the regional center [3].

Advanced training in the form of independent study and knowledge acquisition is recommended for students who have a stable high professional rating, have acquired practical skills in working with modern information technologies, and are able to critically and creatively approach the process of self-improvement.

Distance learning is carried out online (conducting video lectures, consultations, types of control remotely in real time) and offline (independent mastering of relevant educational and methodological resources in the distance education system).

Gaining experience in the form of internships - involves familiarizing pedagogical staff with the latest achievements of scientific and technical progress in the field of education and its management, modern techniques and technologies, and improving leadership potential in educational organizations and education management bodies.

Indirect forms of professional development of teaching staff of preschool educational organizations are:

- open training sessions;
- participation in scientific, scientific-methodical and scientific-practical seminars, conferences, August readings with lectures.

Open training sessions are training sessions on a previously announced problem or innovation topic, held according to a schedule in academic groups using modern information and communication technologies, interactive teaching methods.

Experienced teachers, scientists and specialists in the relevant field are invited to open training sessions.

The quality of these training sessions is discussed at a joint meeting of the departments of the higher educational organization and the regional center.

Participation in scientific, scientific-methodical and scientific-practical seminars, conferences, August studies with lectures - on current problems of education, as well as on important issues of pedagogical science and practice, teaching methodology and technology, aimed at ensuring the high quality of the educational process, is provided through scientific and scientific-methodical lectures (information).

Indirect forms of advanced training serve to assess the results of independent work of pedagogical personnel on themselves in the period before the next advanced training course and determine the level of their professional qualifications, and are also taken into account in the process of attesting pedagogical personnel to qualification categories.

Advanced training of pedagogical personnel of preschool educational organizations can be carried out in the following forms:

- with dismissal from the main job;
- with partial dismissal from the main job (adapted method);
- without dismissal from the main job (distance learning).

In case of dismissal from the main job and partial dismissal from the main job (in a coordinated manner), professional development is carried out on the basis of a higher educational institution and a regional center.

The following are the main types of retraining:

- pedagogical retraining;
- professional retraining (specialization).

Retraining of teachers of preschool educational institutions - retraining specialists in order to bring the basic professional education of non-pedagogical specialists with higher education into line with the requirements of pedagogical training necessary and sufficient for conducting pedagogical activities at a level that ensures the required quality of the educational process, determined by the qualification requirements of the relevant type of education.

Professional retraining (specialization) - mastering new professional knowledge, qualifications and skills by specialists with higher pedagogical education in a subject or course in a volume that is necessary and sufficient for conducting pedagogical activities at a level that ensures the required quality of teaching, determined by the qualification requirements of the relevant type of education.

Preschool educational organizations are required to conduct advanced training at least once every 5 years.

The schedule for advanced training courses is approved by the Ministry annually by December 15 and communicated to customers.

If the order does not include it or other requirements are established in the current year, pedagogical staff of non-state preschool educational organizations established on the basis of public-private partnership may undergo advanced training courses under a contract concluded with the regional center.

The procedure for organizing retraining and advanced training courses for pedagogical staff of non-state preschool educational organizations established on the basis of public-private partnership under a contract is established at the regional center based on the customer's request and the needs of the labor market.

The regional center, having studied the documents submitted by the customer, applies to the interdepartmental ministry of higher education for the organization of retraining and advanced training courses.

The application submitted to the regional centers for the organization of advanced training courses on a contractual basis shall indicate the employee's last name, first name and patronymic, when and from which educational institution he graduated, specialty according to the diploma, pedagogical experience, place of work, position, time of the last advanced training and certificate number, direction of advanced training and time (month) of arrival for advanced training.

If pedagogical employees do not arrive on time for advanced training courses for good reasons, they are allowed to study at the next advanced training courses in the relevant direction of study.

The regional center shall notify the relevant customer about the untimely arrival of the trainees for retraining and advanced training courses.

The educational process in retraining and advanced training courses is carried out on the basis of a working curriculum and programs developed in accordance with the approved model curriculum and programs in the relevant areas and is regulated by a schedule of classes.

The model curriculum and programs are improved based on priority areas of science, technology, technology and production development.

The students involved in the educational process of retraining and advanced training courses are divided into academic groups. In this case, academic groups consist of at least 25 people. When forming academic groups, the direction of the retraining and advanced training course, curriculum and programs, basic education and positions held by teaching staff, as well as the requirements of the customer are taken into account.

In areas where the contingent of students in advanced training courses is insufficient, as an exception, by order of the director of the regional center, advanced training may be carried out in the form of distance learning.

The system for assessing the students' mastery is implemented in accordance with the procedure established by the ministry.

The heads and professors of the regional center regularly undergo advanced training in the Main Scientific and Methodological Center for Retraining and Advanced Training of Pedagogical and Management Personnel of the Higher Education System and the Regional Center for Retraining and Advanced Training of Pedagogical Personnel of Higher Education Organizations under the Ministry of Higher and Secondary Specialized Education of the Republic of Uzbekistan, in accordance with the procedure established by the Ministry.

To conduct retraining and advanced training courses, professors and teachers of the regional center, leading pedagogical personnel of a higher education organization, leading specialists of research organizations and organizations, members of the Scientific Council for the defense of doctoral dissertations, as well as foreign specialists are involved.

The remuneration of professors and teachers involved in conducting retraining and advanced training courses is carried out in accordance with the established procedure.

The regional center employees are subject to the rates and conditions of remuneration established for the relevant positions of higher education institutions. In this case, the limited norms of the ratio of listeners per teacher are set at 25 percent lower than the limited norms of the ratio of students per teacher established for higher education institutions.

The following requirements are imposed on the teaching staff of the regional center:

- conducting educational work with listeners based on the qualification requirements for retraining and advanced training;
- the presence of high personal qualities (demandingness, objectivity, fairness, courtesy);

- the presence of professional skills in teaching (training);
- knowledge of the scientific and pedagogical foundations of retraining and advanced training of teaching staff, the main areas of pedagogical science, interdisciplinary connections, the foundations of public speaking skills, terms and concepts of continuing education, as well as the qualification requirements for retraining and advanced training;
- the presence of skills to ensure high efficiency of the educational process, develop the initiative, creative skills of listeners, their aspirations and abilities for scientific research;
- conduct scientific and research and educational and methodological work to improve the content of the retraining and advanced training process of teaching staff.

Conclusion. The organization of retraining and advanced training courses in the preschool education system, their conduct at the required level, ensuring the effectiveness of the educational process and creating conditions for the accommodation of listeners (if the regional center has a place for listeners to live) is the responsibility of the director of the relevant regional center.

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