

*Namozova Munavvar**Independent researcher*

IMPROVING THE TECHNOLOGY OF PROFESSOR-TEACHERS' TRAINING IN HIGHER EDUCATION

Annotation: The article argues that professional development is a continuous educational process aimed at improving the professional knowledge, skills and experience of employees, ensuring their compatibility with the development of society and technology. In the higher education system, this process is studied in terms of improving the pedagogical, scientific and professional potential of professors and teachers.

Keywords: Professional development, communication, person, education, pedagogy, method, development.

Abstract: The article argues that professional development is a continuous educational process aimed at improving the professional knowledge, skills and experience of employees, ensuring their compatibility with the development of society and technology. In the higher education system, this process is studied in terms of improving the pedagogical, scientific and professional potential of professors and teachers.

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Аннотация: В статье подчеркивается, что профессиональное развитие — это непрерывный образовательный процесс, направленный на совершенствование профессиональных знаний, навыков и опыта работников, обеспечения их соответствия развитию общества и технологий. В системе высшего образования этот процесс изучается, поскольку он направлен на повышение педагогического, научного и профессионального потенциала профессорско-педагогического состава.

Ключевые слова: коммуникация, личность, образование, педагогика, метод, развитие.

Professional development focuses on acquiring new knowledge and skills. The study of innovative pedagogical technologies consists of the use of digital education, interactive teaching methods and distance education methods. Acquaintance with the latest achievements of science and technology - modern scientific research methods and technologies are mastered. Improvement of educational programs - curriculum and programs are updated in accordance with international educational standards. It is also important in improving the quality and efficiency of education. Using interactive teaching methods - methods such as flipped classroom, gamification, project-based learning are implemented. Working effectively with students - helping to increase their interest and deepen their knowledge. Improving the assessment system - along with traditional assessment methods, artificial intelligence and automated systems are used. It also plays a role in the development of scientific research activities. Writing and publishing scientific articles - articles are published in international indexed journals. Participation in grants and projects - focused on expanding opportunities to participate in international and local scientific projects. Developing scientific cooperation - exchanging experience with international

universities. Developing the teacher's professional skills and leadership abilities. Forming mentoring and coaching skills - teaching young specialists experience.

Developing management skills in an educational institution - developing academic leadership, project management and the education system. Increasing teamwork and problem-solving skills. The higher education system will be adapted to international standards. Integration of international educational programs - serves to develop international cooperation through programs such as ERASMUS+, Fulbright, DAAD. Teaching in collaboration with foreign universities - exchange of experience with international professors. Use of world educational experiences - adaptation of teaching methods of advanced universities to the local education system.

The process of advanced training of higher education professors will be regulated on the basis of relevant laws, state resolutions and international standards. This process is carried out on the basis of a systematic approach and includes the following main stages:

1. Regulatory and legal framework

The professional development process is regulated by the following regulatory documents:

The Law of the Republic of Uzbekistan "On Education"

Decrees and resolutions of the President of the Republic of Uzbekistan in the field of education

Resolutions of the Cabinet of Ministers on professional development of professors and teachers in the higher education system

Bologna process and international educational standards

2. Duration and frequency of professional development

Professors and teachers are required to take professional development courses once every 3 years. Departments and faculties develop annual professional development programs based on their internal plans.

There are also special courses for professors and senior teachers to engage in research work.

3. Forms of advanced training

Advanced training is carried out in various formats:

A) Traditional (offline) advanced training

Held at advanced training centers at higher educational institutions.

Special seminars and trainings are organized for professors and teachers.

There is an opportunity to conduct internships (practice) in scientific and educational institutions in Uzbekistan and abroad.

B) Distance (online) advanced training

Webinars via ZOOM, Microsoft Teams, Google Meet.

Special courses on MOOC platforms (Coursera, edX, Udemy).

Practical training through virtual laboratories.

C) International programs and academic mobility

Study at foreign universities through international programs such as Erasmus+, Fulbright, DAAD.

Exchange of experience with foreign specialists within the framework of scientific cooperation.

4. Content of advanced training

Professors-teachers will improve their knowledge and skills in the following areas:

Pedagogical innovations and modern teaching methods

Scientific and technical achievements and new research methods

Information technologies and digital education

Scientific research methods and grant writing skills

Artificial intelligence and data analysis in the educational process

5. Assessment and certification of professional development results

At the end of professional development courses, an exam or final project (test, practical work) is held.

Teachers receive a certificate or diploma.

These certificates are important for the promotion of a professor and teacher and for passing certification.

The professional development process is regulated by the state and is carried out on the basis of a clearly defined system. Continuous learning of teachers, mastering new technologies and increasing their scientific potential serve to improve the quality of education. The essence of professional development is to improve the higher education system through the professional development of teachers, improving the quality of education, strengthening scientific potential and mastering modern innovations. This process requires constant learning and self-improvement. Modern methods are used to effectively organize the professional development process of higher education teachers. Here are some of the most advanced approaches:

1. Digital technologies and online platforms

MOOC (Massive Open Online Courses) – the opportunity to take courses from the best universities in the world through courses such as Coursera, edX, Udemy.

Webinars and web conferences – organizing interactive seminars via Zoom, Microsoft Teams, Google Meet.

Artificial intelligence and virtual laboratories – using AI-powered automated assessment systems and simulation environments.

2. Flipped Classroom

In this method, instead of traditional teaching, teachers present information in advance for independent study. During the lesson, the focus is on discussion, problem solving, and practical exercises.

3. STEAM and project-based learning

Through the STEAM (Science, Technology, Engineering, Arts, Mathematics) methodology, teachers learn the integration of different disciplines and develop practical skills.

4. Blended Learning

Combining traditional lessons with online resources. Teachers try different formats to make the learning process interactive and flexible in their fields.

5. Professional communities and experience sharing

Mentoring system - Experienced professors share knowledge with young teachers.

Scientific seminars and international conferences - Exchange of experience on the latest innovative research.

6. Gamification and interactive approaches

Learning teaching methods using game elements and interactive programs (Kahoot, Quizizz, Mentimeter) to make learning interesting.

7. Artificial Intelligence and Data Analytics

Teachers will learn to optimize the educational process by familiarizing themselves with AI and Big Data tools and analyzing data.

Professional development is carried out to develop the professional skills of teachers, improve the quality of education, and adapt to modern educational processes. This process is of great importance for the development of innovations in higher education and adaptation to international educational standards.

Professional development is a continuous educational process aimed at improving the professional knowledge, skills, and experience of employees, which ensures their keeping pace

with the development of society and technologies. In the higher education system, this process is aimed at increasing the pedagogical, scientific, and professional potential of professors and teachers.

The main essence of professional development is as follows:

1. Acquisition of new knowledge and skills

Learning innovative pedagogical technologies - the use of digital learning, interactive teaching methods, and distance learning methods.

Familiarity with the latest achievements of science and technology - mastering modern scientific research methods and technologies.

Improving curricula - updating curricula and programs in accordance with international educational standards.

2. Improving the quality and efficiency of education

Using interactive teaching methods - implementing methods such as flipped classroom, gamification, project-based learning.

Working effectively with students - increasing their interest and helping them to assimilate knowledge more deeply.

Improving the assessment system - using artificial intelligence and automated systems along with traditional assessment methods.

3. Developing scientific research activities

Writing and publishing scientific articles - publishing articles in internationally indexed journals.

Participation in grants and projects - expanding opportunities to participate in international and local scientific projects.

Developing scientific cooperation - exchanging experience with international universities.

4. Development of professional skills and leadership abilities

Formation of mentoring and coaching skills - training young specialists with experience.

Development of management skills in an educational institution - development of academic leadership, project management and the education system.

Increasing the ability to work in teams and solve problems.

5. Adaptation of the higher education system to international standards

Integration of international educational programs - development of international cooperation through programs such as ERASMUS +, Fulbright, DAAD.

Teaching in collaboration with foreign universities - exchange of experience with international professors.

Using world educational experiences - adaptation of teaching methods of advanced universities to the local education system.

Conclusion

The essence of advanced training is to improve the higher education system through the professional development of teachers, improving the quality of education, strengthening scientific potential and mastering modern innovations. This process requires constant learning and self-improvement.

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