



Improving The Qualifications Of Teaching Staff In The Higher Education System – A New Approach To Education

**Bagbekova Laylo
Kadirbergenovna**

Doctoral student at the Institute for Retraining and Advanced Training of Higher Education Personnel

ABSTRACT

This article provides information on the methods of developing skills in organizing the teaching process in the system of continuous education and professional development, as well as improving the overall pedagogical competencies of teachers. It is also noted that the need to improve the skills of teaching staff in the higher education system is a key area for a quality educational process.

Keywords:

modern pedagogical methods, continuing education, innovative technologies, higher education, professional development, education, digital learning platforms.

Retraining of personnel ensures the acquisition of the necessary amount of additional professional knowledge, qualifications and skills to carry out activities in areas relevant to specific specialties and professions. Improving the qualifications of personnel ensures the deepening and updating of professional knowledge, qualifications and skills, and contributes to the increase in the category, level, reserve and position of personnel. The forms and terms of retraining and upgrading of personnel skills are determined by the relevant state educational requirements¹.

The future of any society is determined by the level of development of the education system. Therefore, the reform and improvement of the continuous education system of our country, the introduction of advanced pedagogical and innovative technologies into it, and the increase in the efficiency of education are being pursued at the state policy level. It is known that continuity and coherence in the

educational system, first of all, expands the spiritual and intellectual potential of society, and also ensures the stable development of education as a factor in improving the social and scientific development of the state. The development of pedagogical technologies and their introduction into the educational process, as well as the rapid exchange and improvement of information technologies, provide each person with the opportunity to strengthen their professional skills and competences. We know that the national education system ensures this continuity, and part of it is the organization of improving the qualifications of personnel and their retraining. Improving the skills of personnel is necessary at all levels of education, including higher education.

Improving the skills of teaching staff in higher education is necessary for the high-quality organization of the educational process, the introduction of modern pedagogical methods, and the provision of students with the highest level of knowledge and skills in the

¹ O‘zbekiston Respublikasining “Ta’lim to‘g‘risida”gi Qonuni, 23.09.2020 yildagi O‘RQ-637-son 13-modda.

educational process. The constant updating of knowledge and skills by teachers ensures the effectiveness of the education system. The need and importance of improving the skills of teaching staff are characterized by the development of today's science and technology.

In addition, improving the qualifications of teaching staff is mentioned in the laws and regulatory legal documents developed in our Republic. Including, retraining teachers, allowing them to acquire additional professional knowledge, qualifications and skills, and to engage in labor activity appropriate to their specialty and profession, improving the qualifications of teachers, allowing them to deepen and improve their professional knowledge, qualifications and skills, as well as increasing their category (position). The place of educational organizations for the retraining and advanced training of teachers, the forms and terms of retraining and advanced training of teachers are determined by the relevant state educational requirements, and in the process of retraining and advanced training, a teacher may not be able to work outside his professional disciplines. can master additional subjects (foreign language, information technology, social sciences and humanities, etc.) at will².

The higher education system is constantly adapting to changing modern requirements and innovations. Educators, especially teachers working in higher education institutions, need to update their knowledge by studying modern methodologies and pedagogical technologies. Professional development for teachers, improving pedagogical methods, improving teachers' knowledge of pedagogical methods and techniques, searching for effective teaching methods for students, using modern technologies, using technologies such as digital learning platforms, distance learning, and interactive media, improving the quality of education It creates opportunities to improve the quality of education by improving the

qualifications of teachers and providing students with knowledge that meets world standards.

Today, every teacher and educator, university professor, should be able to apply the latest positive developments in the field of education and science to the educational process, possess deep knowledge and worldview, in short, the most advanced representatives of our time and society³.

In this era of expanding scientific and technological development, the need to improve the skills of teaching staff in higher education is also growing. In particular, with the development of technologies in education, as well as online learning platforms, virtual and augmented reality, artificial intelligence, and other advanced technologies, they are also being widely applied to the educational process. For this reason, it is essential for educators to regularly upgrade their skills to adapt to these technologies and develop their skills to effectively support them in the learning process. We can see the need to improve the qualifications of teaching staff in higher education in the example of innovative pedagogical methods that are being improved, the educational needs of students, and the changing demands of science and society. In higher education, it is considered a requirement of today that teachers teach students using modern, innovative pedagogical methods. Such methods help students not only acquire knowledge, but also develop their analytical thinking, creative thinking, and problem-solving skills. It is known that each student learns in his or her own way. Teachers develop teaching strategies that are adapted to different learning styles through professional development. Interventions such as personalized learning, group work, and collaborative learning play an important role in meeting students' needs. We know that the higher education system is also evolving in response to the changing demands of society. We believe that teachers need to continuously improve their skills in order to

² O'zbekiston Respublikasining "Pedagogning maqomi to'g'risida"gi Qonuni, 01.02.2024 yildagi O'RQ-901-son 10-modda.

³ O'zbekiston Respublikasi Prezidenti Shavkat Mirziyoyevning O'qituvchi va murabbiylar kuniga bag'ishlangan tantanali marosimdagi nutqi. 30 Sentabr 2020 y.

adapt to these changes and bring education to a level that meets modern requirements.

The higher education system serves to improve the skills of teaching staff not only in organizing the teaching process, but also in developing their overall pedagogical competencies. In particular, improving their skills expands pedagogical knowledge. This is achieved by familiarizing teachers with the latest developments in pedagogy, developing teaching methodologies, and introducing modern pedagogical innovations;

professional development - develops digital skills. Helps teachers improve their skills in working with digital learning platforms, using interactive learning technologies, and organizing and managing distance learning;

professional development - develops skills in scientific research and work with innovations. Encourages teachers to work on innovative scientific research, increases knowledge in the development of innovative pedagogical methods, teaches them to apply and support them in the educational process;

Professional development - improves the psychological and communicative skills of teachers. Expands teachers' methods of effective communication with students, forms their motivation and communication skills, develops positive skills in managing stress in various situations and creating a positive atmosphere in the classroom.

The process of improving the qualifications of teaching staff in the higher education system can be implemented not only in the form of traditional lessons in the classroom, but also in various forms. Including,

Seminars and trainings - modern pedagogical technologies are taught through the organization of special seminars and trainings for teachers;

Courses and master classes - higher education institutions develop special courses, master classes, and advanced training programs for teachers to improve their skills;

Online platforms and distance learning are educational processes for teachers organized through online courses and distance learning

formats. This simultaneously develops teachers' skills in working with digital learning;

Scientific and practical conferences - scientific and practical conferences are organized to discuss pedagogical innovations, gain new knowledge, and exchange experience.

The higher education system should improve the professional development of teaching staff by developing innovative pedagogical methods, such as gamification, project-based learning, and methods for developing analytical thinking; identifying personal development strategies for teachers and adapting curricula to individual needs; It is appropriate to implement various incentive mechanisms to improve the qualifications of teachers.

Improving the skills of teaching staff in the higher education system is one of the main factors not only in improving the quality of education, but also in providing students with access to quality education. This process provides opportunities to improve teachers' pedagogical knowledge, apply modern methods, develop digital skills, and adapt to the diverse needs of students. Systematic and ongoing efforts to improve the skills of teaching staff in higher education contribute to the success of society in the field of education.

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