



## PROFESSIONAL COMPETENCE DEVELOPMENT OF FUTURE SPECIALISTS

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### ABSTRACT

Educating future specialists based on today's demand is one of the most important tasks. The role of teachers in implementing such a complex and important process is invaluable. It is in the field of education that specialists are trained for all sectors of our economy. Therefore, since the first years of independence, the field of education has become a priority area of state policy. This imposes huge tasks on teachers. A teacher must be an expert in his field, able to find reasonable solutions to problems, be able to constantly work creatively on himself, create innovations, and occupy a worthy place in the hearts of his students. That is why, today, great attention is being paid to the issue of teacher's professional competence. This article covers these issues in detail.

### Key words

professional competence, research, experimental activity, innovative activity, modernization.

Today, the place of each country in the world community is measured by its intellectual potential and the quality of personnel training. "Achieving our great goals, the renewal of our society, the development and prospects of our lives, the reforms that are being implemented, the results of our plans, the fate of our plans - all of this is closely related to the problem of training highly qualified, conscious specialists who meet the requirements of the time. we understand." Adapting the quality of personnel training, which has become a global problem, to the requirements of the times is also very urgent for our republic.

In the era of fierce international competition, every country tries to be competitive in all spheres. It is natural that a number of factors influence the economic and technical development of the state. These are: natural resources available in the country, its geographical location, education system, history and many other factors. But those who can rationally use the available natural resources, determine the historical development of the state (create history with their own hands), manage the state's economy, create new techniques, use existing advanced techniques and technologies, and develop the way of production. The factor that can be put on is definitely the human factor. Therefore, it is the human factor, in other words, the human resource, that plays the most important role in the development of the country. Therefore, the role of the human factor in Uzbekistan becoming a great country in the future is incomparable. That is why the educational system is faced with big tasks today.

Educating students based on today's requirements is one of the most important tasks. The role of teachers in implementing such a complex and important process is incomparable. It is in the field of education that specialists are trained for all sectors of our economy. Therefore, since the first years of independence, the field of education has become a priority area of state policy. This imposes huge tasks on teachers. A teacher must be an expert in his field, able to find reasonable solutions to problems, be able to constantly work creatively on himself, create innovations, and occupy a worthy place in the hearts of his students. That is why, today, great attention is being paid to the issue of teacher's professional competence. This problem has become one of the main problems of specialist training in all developed countries.

The term "professional competence" was introduced in the 90s of the last century. The problem of a competent approach to specialist training arose as a result of research by the famous American linguist N. Chomsky. This problem later became the subject of many pedagogical special studies. (N. V. Kuzmina, A. K. Markova, T. I. Rudneva, G. N. Staynov, etc.).

The professional competence of a teacher refers to the set of professional and personal qualities necessary for successfully solving pedagogical activities.

The dictionary meaning of the term competence (компетентный) is having sufficient information, well-educated, well-versed, knowledgeable; means aware, active.

A teacher who carries out pedagogical activity and pedagogical communication at a high level, and can achieve high-level stable results in the field of education of students, can be called a professionally competent teacher.

The development of professional competence is the development of creative individuality, the formation of interest in pedagogical innovations, and the ability to adapt to changes in the pedagogical environment. The socio-economic development of the society is directly related to the professional level of the teacher. That is why it is necessary to prepare future teachers for professional competence even at the higher educational institution.

Relying on the conclusions of the modern requirements for education and professional adjustment of future teachers' attitude to the teaching profession, the study of pedagogical-psychological aspects of the formation of professional flexibility, creative attitude, as well as the diagnostic conclusions of the possibilities of higher education institutions in this process, The process of professional adaptation of future teachers takes place in the following stages:

I stage. Motivational orientation to professional activity; the formation of professional ideas; acquisition of professional knowledge; understanding of professional activity requirements.

II stage. Mastering the requirements of professional activity; knowledge of professional competences, acquisition, communication, professional creativity; finding an innovative approach to activity (special subjects, pedagogical practice, clubs, creative work, extracurricular activities, independent education).

III stage. Professional self-awareness, adaptation; development of professional skills and qualifications; formation of pedagogical skills and professional qualities (general and special subjects, educational practice, independent education).

Changes in the education system require constant improvement of the teacher's qualifications, that is, it requires an increase in his professional level or professional competence. The main task of today's society is to train an active and comprehensively developed person who meets the requirements of the society and the state in perspective, to prepare personnel who are ready to start professional activities with the ability to adapt to the social adaptation of the society, and who are capable of improving their knowledge, skills and qualifications. Only a pedagogue who thinks independently, can predict the results of his work, and can model the information process can achieve his goal. That is why there is a growing demand for a teacher who educates a person who is independent, creatively thinking, competitive, and meets the constantly evolving requirements of today.

Based on the above requirements, the main ways of developing the professional competence of the pedagogue can be indicated as follows:

- Methodological associations, work in creative groups;
- Research, experimental activity;
- Innovative activity, mastering of new pedagogical technologies;
- Various forms of pedagogical support;
- Active participation in various contests: "Teacher of the Year", festivals, contests, etc.
- Constantly working on oneself, researching, creating innovations and applying them in life;
- Summarizing one's pedagogical experience;
- Active use of ICT.

If the pedagogue does not understand the need to improve his personal professional component, none of the above tools will be effective. That is why the motivation for pedagogical improvement and the need to create suitable conditions for its implementation arise. Such conditions should be created so that the pedagogue himself understands the need to improve his professional qualities and the need for it arises. For

this, it is necessary to create a democratic environment in the educational institution. Supporting and encouraging the teacher's creative work motivates him to try new things and creatively search.

Analyzing one's personal pedagogical experience activates the professional development of the pedagogue, as a result of which research skills are developed and integrated with pedagogical activity. Involvement of the teacher in the school management process helps his professional development.

The development of personal professional qualities is a dynamic process, a process of assimilation and modernization of professional experience, continuous development and self-improvement.

Three stages of professional competence formation can be indicated:

- the need for self-analysis and self-awareness;
- to have a self-development plan (goal, task, ways of its implementation);
- self-presentation, analysis and work on shortcomings.

Formation of professional competence is a continuous process. The formation of the teacher's professional competence begins with the period when he is self-aware and has a program for developing his professional abilities, is able to analyze his work, and constantly seeks to eliminate his shortcomings. Because in the process of pedagogical activity, it is necessary to work tirelessly on one's professional activity, and the types of work done in this process are sometimes repeated, but this repetition is not precisely the result of the pedagogue's tireless work on himself, but it has changed in a new form, in terms of quality will be repeated in an updated form. Self-development of a pedagogue, consciously organizing his life leads to the development of his professional activity. Only a teacher who constantly seeks himself and reaches the heights of perfection in his profession can educate the owners of the development of our country, direct the educational process to the formation of competencies in students. Competencies formed by students are the basis for their correct choice of life paths.

Education aimed at the development of competences is an opportunity for students to apply acquired knowledge, skills and qualifications in their personal, professional and social activities. Education based on a competency-based approach enables students to have independence, active citizenship, initiative, the ability to use media resources and information and communication technologies wisely in their activities, awareness

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