

## NEW APPROACHES AND CHALLENGES IN THE RETRAINING OF PEDAGOGICAL PERSONNEL

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### **Abstract**

This article analyzes the pressing issues in the professional and pedagogical training of future teaching personnel. In today's education system, one of the most urgent tasks is the preparation of competitive, qualified, and dedicated teachers. Therefore, the article explores the content and components of pedagogical training, the influencing factors, and the use of modern methods for improving this process.

### **Keywords**

professional and pedagogical training, education system, pedagogical methods, personnel, modern teacher

In modern Uzbekistan, significant attention is being given to the field of education, and new requirements are being placed on the quality of education and the professional preparedness of graduates. The current higher education system is focused on shaping the professional and creative activity of individuals capable of improving their vocational competence.

In this rapidly developing era, defining the requirements for future teachers based on the latest achievements in science, technology, advanced pedagogical and information technologies, economics, and culture allows for the organization of teaching and continuous improvement of its methodologies. It is important to note that the country's economic and social development, as well as societal growth, are directly influenced by the quality of educational personnel.

Just like in other fields, fundamental reforms are being implemented in the content of higher pedagogical education, aiming to expand and qualitatively transform the professional activities of future teachers. Alongside traditional functions (teaching, educating, supporting development, assessment, working with parents, etc.), the modernization of education has highlighted the need for teachers to plan and design their professional activities in advance.

A developing society requires professionals who can predict the consequences of their choices, make independent decisions, and possess modern knowledge, high moral values, and strong business acumen. In this regard, Uzbekistan has

introduced several reforms. For instance, the Law "On Education" adopted on May 19, 2020, the Presidential Decree No. 2909 dated April 20, 2017, "On Measures for the Further Development of the Higher Education System," Resolution No. PQ-3931 dated September 5, 2018, and Resolution No. 146 dated February 19, 2019, among others. Additionally, the Law "On Social Partnership" adopted on August 28, 2014, can also be mentioned.

These reforms allow for the practical organization of education based on competency-based approaches and encourage research into using competencies as a tool for evaluating the quality of future professionals' training. This gives rise to the need for exploring methods to develop essential professional competencies in teachers—not just general knowledge or typical skills, but the ability to solve complex pedagogical problems.

Thus, a modern teacher must not only have sufficient knowledge and skills to carry out professional activities, but also be capable of organizing their work consciously and with planning—analyzing existing situations, developing strategies to solve pressing issues, and foreseeing future directions of their work. Moreover, they must be able to find like-minded partners and work collaboratively and effectively with them.

Today, it is widely recognized that educational institutions must work in partnership with potential employers in the process of preparing their graduates. However, the current level of cooperation often does not fully meet modern demands. This highlights the need to implement innovative methods of collaboration in line with contemporary requirements. These ongoing changes aim to address existing challenges and create additional opportunities for the advancement of the education sector.

### FOYDALANILGAN ADABIYOTLAR RO'YXATI

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