

# The Development of the Professional Competencies of Teachers on the Basis of an Innovative Approach

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## Abstract:

In the article the question of organization, management and improvement of the quality and effectiveness of teaching processes in secondary institutions, revealed the role of the teacher in coordinating students' activities. The authors have proposed a number of recommendations on the development of the professional competence of the teacher.

**Keywords:** Competence, a component of the pedagogical process, management, quality, efficiency.

## 1. Introduction

One of the important stages of continuing education identified in the National programme on personnel training, is training and coaching that, in turn, is directly connected with reforming the system of retraining and advanced training of pedagogical staff and providing the necessary conditions for the organization of this process at a high level. Comprehensive development and modernization of the educational system has necessitated the necessary skill set of today's teacher. This is high spirituality and pedagogical skills, social activities, independent thinking and innovation, a sense of responsibility towards society, government and family for the results of training and education.

## 2. Coordination of pedagogical processes and activities

Rapid changes and improvements occurring in the field of education and youth policy of the state require teachers to quickly orientate themselves in their essence, to constantly enhance professional knowledge, to master the skills of working in partnership with students with regard to the principles of subjectivization and activity of students' personality, to create conditions to increase the motivation and organization of reflexive activity in the educational process.

From this it follows that the main tasks of educational institutions for the organization and management of pedagogical processes are: the organization and control of educational process on a scientific basis, making available to students the necessary information related to the assimilation of the program material, all-round personality development of students, preparing them for life in modern society.

Organization of pedagogical processes and management is implemented in many areas.

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Denote primary:

- define instructional, educational and developmental goals based on the topics studied in accordance with educational programmes;
- planning students' activities on implementation of the identified goals and objectives; the use of educational technology;
- identification of potential students and projections of situations that allow you to implement scheduled tasks, their distribution;
- determination of factors affecting the efficiency of the educational process; ensuring an individual approach to students, the use of "active" technologies;
- selection and preparation of teaching tools used in the pedagogical process;
- ensuring succession and continuity of the pedagogical process;
- establishment of cooperation between schools, families, makhallas;
- the use of advanced pedagogical experience and modern information technologies in the pedagogical process;
- implementation of STATE requirements and monitor compliance;
- collection and analysis of information about the learning process by conducting a questionnaire survey among the students;
- correction and update tasks aimed at the development and improvement of the activities of the students;
- organization self-study in accordance with the requirements of the STATE;
- organization of innovation activities, and contributing to the formation and development of interest in self-learning activities;
- control and coordination of learning, of work and play activities of students.

Therefore, the functional duties of a teacher are extremely versatile: from the organization and management of pedagogical process, and achieving the planned results to the monitoring, analysis and assessment of the level of mastering of educational material, implementation of the requirements of the STATE subject to the coordination of all activities of subjects within the educational process.

Coordinating the activities of the subjects of the educational process involves not only the cooperation of teachers and students directly in the process of cognitive activity (in class or outside of it), but also the cooperation of the teaching staff and administration of educational institutions in matters of management of the educational process.

Management activity, organized on the principles of cooperation and friendly relations, is essential to determine the educational and developmental goals, the choice of direction of their implementation, the rational allocation of tasks, coordination of activity of participants of the educational process, improvement of pedagogical skills and professional experience of the teaching staff.

In the educational process in the framework of cooperation defined by the equal status of teachers and students, the status of subjects of this process, in which achievement of results, is related to the level of professional competence of the teacher. According to many experts, the educational process is carried out on subjective relations, greatly enriches the experience of the teacher. The quality of the management depends on the effectiveness of

pedagogical processes, sustainable competency development of teachers, improving their expertise and skills. In turn, the teacher's personality largely determines the success of students and ways of achieving it. The teacher in the pedagogical process serves as a manager and as a member of the cognitive activity, and the role of the manager, and as a member of the cognitive activity, and this status obliges them to possess professional training and high moral qualities.

In our opinion, the quality of competence that should be possessed by the head of the educational institution, is fully applicable also to ordinary teachers.

### 3.

The competence of the teacher consists of his spiritual worldview, psychological and pedagogical, organizational and technological abilities, and all together creates a capacity for professionalism. This potential is manifested in the pedagogical process and affects its efficiency.

The concept of the competence of the teacher in organizing and managing pedagogical processes includes individual abilities and the professional level of teachers and their desire for self-development and continuous updating of knowledge, and the desire to organize the educational process according to modern requirements.

In the organization of the pedagogical process the teacher needs to rely on a technological systematic approach to management; to master the features and tools of management; to know the content and significance of educational technology and to implement them in practice; it is reasonable to use methods of leadership; to learn the basics of management education, to innovate, to apply information technology and communication tools; to organize the management of the educational process on a scientific basis; to implement state educational standards, to accumulate and use necessary information, etc.

From the above it follows that the competence of teachers selects a number of areas and components which play a role in the development of personal and human qualities of the teacher, his professionalism and ability to work, communication and morale. i.e. communication skills and moral character. So, a competent teacher: knows the necessary skills for the effective organization of the educational process, knows the psychology of the age, has a moral potential and high spirituality, has the ability to use modern technologies in the educational process, has a rich professional experience. He owns the secrets of professional skills, world and religious knowledge. This organizer and entrepreneur, a patriot and internationalist, friendly and caring person, and most importantly – he is able to teach another, to come to the rescue at the right moment. About say, "He's a master of his craft".

"Skills" (the Arabic word for "maarat" means art, skill, dexterity. Used expressions: the great master, a craftsman, an artisan.

Hence the expression and even the term "professional skills" When people say that about a teacher, we primarily mean the ability to organize and manage the pedagogical process, to coordinate the activities of process participants, to enhance their activity.

In the current understanding of professional competence nested components such as the organization of the educational process on a scientific basis, the research skills of the teacher, the ability for management, leadership, propensity for self-development and self-education –

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in short, the ability to build the educational process in accordance with modern requirements.

#### 4.

In conclusion it should be emphasized that the scientific organization of the educational process contributes to its quality and effectiveness, enhancing the students' objective analysis and assessment from the teacher.

To realize its purpose in this process the teacher with the philosophical and spiritual world view, psychological-pedagogical and organizational-technological potential, possessing the technology of data collection, objective evaluation and information processing, able to predict situations and factors that adversely affect the activity of the pupils, and to identify ways of achieving the objectives. Such a teacher can be called a teacher with a high degree of pedagogical competence.

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