

IMPROVING THE MECHANISMS OF CONTINUOUS PROFESSIONAL DEVELOPMENT OF PUBLIC EDUCATION WORKERS: ANALYSIS, PROBLEMS AND SOLUTIONS

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ABSTRACT

The article describes the current state of the system of continuous professional development for public educators, the results of the analysis and the practical results of improving the content and mechanism of the system of continuous professional development.

KEYWORDS: *Continuous, System, Mechanism, Professional Development, Continuous Professional Development.*

INTRODUCTION

Modernization of the education system, as in all spheres of life, remains one of the most pressing issues today. It is important to create an innovative educational environment in the system of professional development of public educators, to ensure its full compliance with international standards and to create a system of rapid assimilation of our teachers in today's rapidly changing social life. is considered one of the problems.

As a solution to these problems, the government is doing a lot to facilitate the continuous training of public educators, to provide them with all possible support. Decrees, orders and decisions are being adopted and the tasks set for their implementation are being put into practice. Including:

Resolution of the President of the Republic of Uzbekistan No. PP-4963 of January 25, 2021 "On continuous professional education in the system of continuous professional development of public educators" maintenance and improvement of a special electronic platform (<http://onlinedu.uz>). This platform was launched on March 1, 2021. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 25 of January 17, 2022 provides for the creation of the necessary conditions for continuous improvement of professional skills and efficiency of public educators, improvement of the system of advanced training on the principle of "lifelong learning". The credit-module system of education was introduced in the process of retraining and advanced training of public educators. Also, the structure of the system of continuous professional development of public educators, the Regulation on continuous professional development of public educators, the procedure for reimbursement of training costs of public educators from the state budget and the

maintenance of the Register.

The adoption of these decisions will allow public educators to establish a system of continuous professional development, to continuously improve their professional skills on the basis of the principle of "lifelong learning" and to create a healthy competitive environment in the field.

Naturally, the introduction of this system raises questions about whether it is a solution to the problems of professional development, whether it is enough for teachers to continuously improve their professional skills and abilities, whether the capabilities of the platform can fully meet the needs of users. will come.

In fact, the innovations that are interpreted in each society, along with their usefulness, create a number of problems that require constant improvement of the system.

The analysis studied by the department shows that the introduction of this system in in-service training has identified a number of organizational and technical problems. Including:

Organizational: it was observed that the course content materials were insufficient, users did not have skills about the system and its capabilities, and had problems with registration, attendance, and a number of other problems.

Technician: The sharp increase in the number of users of the system necessitated the need for high-speed Internet service and Servers with strong parameters. Failure to address these issues will result in inconveniences for learners in using the system.

In order to overcome the technical and organizational problems in the above-mentioned system, the research department for the introduction and development of the electronic platform "Continuing Vocational Education" conducted a campaign on the capabilities and use of continuous systems. studies were conducted. Including:

Organizational: more than 20 roundtables, more than 30 webinars, more than 50 telegram voice chats, more than 10 practical seminars and continuous trainings with professors and listeners of regional training centers and students studying through the platform. interviews were conducted.

Including more than 300 roundtables, more than 100 webinars, voice chats through more than 1000 telegram channels, more than 150 workshops and continuous surveys were conducted.

At the same time, about 30 video guides on the capabilities and effective use of the platform were developed for users of the system and placed in the main window of the platform and in the telegram (bot (@lms_video_bot). Digital pedagogical services "(digital_pedagogical_services) telegram channel was created. More than 1,500 posts were posted.

Currently, the channel provides methodological guidance to about 150,000 teachers.

The telegram channel "Digital pedagogical services" is integrated in order to provide continuous methodological assistance 20/7 (7 days 20 hours) in order to directly address the problems faced by students in the use of the system. online chat service (t.me/joinchat/UthvxcGuRTIyMjZi) has been launched. This online chat has about 24,000 members. So far, more than 200,000 questions have been resolved positively by officials.

At the same time, with the beginning of the educational process organized through the platform, there is a need to increase the functional functions of the system and improve the existing ones for the operation of a special electronic platform "Continuing Professional Education" (<http://onlinedu.uz>).

To date, the department has developed about 30 proposals to improve the system and improve existing ones, and more than 20 have been introduced to improve the electronic platform. Including:

1. A mechanism for permitting course content materials by region (in the case of Almalyk) has been developed and tested.
2. The codes and algorithms of the working platform are constantly being optimized (at the current server capacity, up to 800 users can easily use the platform at a time).
3. Given that the information on the special electronic platform "Continuing Vocational Education" is an important source of information for the public education system, the database and back-end system in order to maintain and ensure the security of this database Back-up system was developed for.
4. The platform is working to improve the UI / UX systems with a user-friendly interface for participants in online classes to participate in the next stages of training and give notes.
5. In order to ensure full mastery of the training materials by the trainees, a time schedule (at 12-hour intervals) for the mastering of a certain amount of material during the training period was developed (participation in training sessions and elimination of cases of obtaining certificates in a short period of time, for example, in 1-2 days).
6. A mechanism has been developed to provide a certificate of successful completion of the course through an electronic platform to trainees who have traditionally been trained in regional training centers.
7. A mechanism has been developed for awarding the name, seal and signature of the director of the regional training center to students who have traditionally successfully completed advanced training courses.
8. Passport numbers (identification number) of unique course modules were developed and introduced in order to analyze the content materials by areas.

In conclusion, it should be noted that the department is conducting a series of experiments to improve the content and quality of content and the content of the special electronic platform "Continuing Professional Education".

At the same time, the development of society and the growing need for continuous professional development of students will serve to increase the demand for rapid improvement of the system.

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