



**FACTORS INFLUENCING THE DEVELOPMENT OF
PEDAGOGICAL PERSONNEL’S PROFESSIONAL COMPETENCE
IN THE CONTEXT OF EDUCATIONAL TRANSFORMATION**

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A B S T R A C T	KEY WORD S
<p>This article analyzes the factors influencing the development of pedagogical personnel’s professional competence in the context of educational transformation. It has also been established that international experience and collaboration have a positive impact on the quality of education and the professional growth of teachers. The article presents scientific conclusions on modern pedagogical approaches and their significance in the education system, along with recommendations for improving pedagogical competence.</p>	<p><i>Educational transformation, pedagogical competence, professional development, innovative technologies, interactive learning, information and communication technologies, international experience, pedagogical monitoring, lifelong learning, teacher training.</i></p>

Introduction

The education system is currently undergoing continuous development and transformation processes. The development of professional competence among pedagogical personnel is an integral part of this transformation, serving to enhance the quality of education, improve the efficiency of the teaching process, and prepare future generations as specialists equipped with modern knowledge and skills. The issue of improving teachers’ professional competence is also highly relevant in the international education system. In European and Asian countries, continuous professional development programs are actively implemented. In Uzbekistan’s education system, special attention is given to increasing teachers’ professional competence through the introduction of pedagogical innovations, the use of modern information technologies, and the implementation of interactive teaching methods. The aim of this study is to identify the factors influencing the development of professional competence among pedagogical personnel in the context of educational transformation, analyze their impact on the educational process, and propose effective approaches to enhance this development.

RESEARCH METHODOLOGY

The following methods were used in this study:

- Theoretical analysis – The scientific and theoretical foundations of the concept of pedagogical competence, international experiences, and research articles on educational transformation were examined.
- Expert survey – The opinions of education specialists were studied regarding the challenges faced in developing teachers' professional competence and effective approaches to address them.
- Comparative analysis – Programs for improving pedagogical competence in Uzbekistan and international education systems were compared.
- Practical observation – The effectiveness of innovative technologies and modern approaches in the development of pedagogical personnel's professional competence was analyzed.

The research data were collected from scientific articles in pedagogy, psychology, and education management, as well as reports from international organizations and regulatory documents related to education.

Research Findings

Pedagogical Innovations as a Factor in Developing Professional Competence

Innovative technologies play a crucial role in modern education and significantly contribute to the improvement of teachers' professional competence. The study identified the following innovative approaches as particularly effective:

- Interactive teaching methods – Problem-based learning, project-based learning, and group activities enhance students' independent thinking and engagement.
- Utilization of information and communication technologies (ICT) – Online education platforms and digital learning tools help improve the teaching process.
- Gamification – Incorporating game elements into the learning process increases student motivation and engagement.

The Importance of a Continuous Professional Development System

To enhance teachers' professional competence, they must continuously acquire new knowledge and skills [1].

Key aspects include:

- Professional development courses – Allow teachers to familiarize themselves with modern teaching approaches and technological advancements.
- Scientific and practical conferences and seminars – Provide opportunities for educators to exchange experiences within the academic community.
- Mentorship programs – Enable experienced teachers to support and guide young educators in their professional growth.

Pedagogical Monitoring and Assessment System

To improve the effectiveness of teachers' professional competence development, it is necessary to establish a monitoring and assessment system within the educational process. Key components include:

- Analysis of student performance – Helps evaluate the impact of teachers on the learning process.

- Pedagogical diagnostics system – Facilitates continuous monitoring of teachers' professional growth and helps determine strategies for further development.

International Experience and Collaboration

International experience and best practices play a significant role in the professional development of pedagogical personnel.

- International exchange programs – Provide opportunities to study foreign experiences and implement advanced educational approaches.
- Recommendations for Uzbekistan's education system – It is essential to align continuous professional development programs with international standards to improve the effectiveness of teacher training and professional growth[2].

DISCUSSION

Research Findings The study results indicate that developing the professional competence of pedagogical personnel requires:

- The implementation of innovative pedagogical technologies.
- Ensuring continuous professional development, which contributes to improving the quality of education.
- Enhancing the monitoring and assessment system within the educational process to increase teachers' effectiveness.
- Strengthening international cooperation and incorporating global best practices, which positively influence pedagogical competence development.

Additionally, to successfully adapt to educational transformation, teachers must:

- Master digital technologies,
- Apply interactive teaching methods,
- Actively participate in professional development programs.

CONCLUSION

The research findings demonstrate that in the context of educational transformation, the development of pedagogical personnel's professional competence plays a crucial role in enhancing the efficiency and quality of the educational process.

The integration of innovative pedagogical technologies, the implementation of continuous professional development programs, the establishment of an effective monitoring system, and the adoption of international best practices are key factors in improving pedagogical competence. In the future, it remains essential to expand the application of innovative teaching methods and align professional development with modern educational requirements.

In this process, it is particularly important for teachers to[3]:

- Master modern technologies,
- Apply interactive teaching methods,
- Actively participate in lifelong professional development programs.

For further progress in this field, the following areas of focus are recommended:

- Developing specialized programs for integrating pedagogical technologies and innovations,

- Expanding scientific research aimed at enhancing teachers' professional growth,
- Improving professional training systems based on the principles of lifelong learning,
- Strengthening international cooperation and facilitating knowledge exchange programs.

The results of this study can serve as a foundation for developing practical recommendations to improve the professional competence of pedagogical personnel in Uzbekistan's education system. To enhance the quality of education and support teachers' professional growth, it is necessary to modernize the continuous professional development system, improve monitoring and assessment mechanisms, and widely integrate innovative technologies.

Future research should focus on analyzing emerging trends in education and identifying key factors influencing teachers' professional development, which will contribute to the further optimization of the pedagogical process.

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