

# Problems of Training Highly Qualified Teachers on the Basis of Development Strategy

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**Annotation:** The article analyzes the issue of training highly qualified pedagogues based on the development strategy of the new Uzbekistan.

**Key words:** Development, strategy, competence, pedagogue, preparation, approach, tasks.

It is known that Uzbekistan is in the process of implementing a new pre-school education system from the current stage of development and training highly qualified pedagogues for this system. In this regard, it is urgent to research the issue of improving the mechanisms of training preschool education pedagogues based on the "Development Strategy of New Uzbekistan". In the implementation of these tasks, the tasks defined below and ensuring their execution are also important: Decree of the President of the Republic of Uzbekistan dated September 9, 2017 - No. 3261 "On measures to fundamentally improve the preschool education system", Decree No. 4312 - dated May 8, 2019 Decisions "On approving the concept of the development of preschool education system of the Republic of Uzbekistan until 2032" and the Cabinet of Ministers of November 21, 2017 No. 929 "On the Ministry of Preschool Education of the Republic of Uzbekistan" "On approval of the charter", No. 391 of May 13, 2019 "On measures to further improve the activities of preschool education organizations", No. 802 of December 22, 2020 "On approval of the state standard of preschool education and upbringing". Implementation of the tasks defined in the Development Strategy on the basis of these regulatory and legal documents is of great practical importance. At this point, we draw your attention to the analysis of the problem of setting this issue as a task in the Development Strategy.

*1. Tasks of implementing quality education in the development strategy.* The following are the main directions of the "Development Strategy of New Uzbekistan" for 2022-2026:

- 1) building a people-friendly state by increasing human dignity and further developing a free civil society;
- 2) making the principles of justice and the rule of law the most basic and necessary condition for development in our country;
- 3) rapid development of the national economy and ensuring high growth rates;
- 4) conducting a fair social policy, developing human capital;
- 5) ensuring spiritual development and bringing the industry to a new level;
- 6) approach universal problems based on national interests;
- 7) strengthening the security and defense potential of our country, conducting an open pragmatic and active foreign policy.<sup>1</sup>

It should be noted that in the Development Strategy, which consists of these seven directions, tasks are set in the fourth direction, which is to achieve quality education.

*Quality education* is an educational process that achieves the goals, tasks and expected practical results of education.<sup>2</sup> There are three criteria of quality education:

- 1) harmonious use of national and foreign experiences in education;
- 2) providing knowledge based on new data, information and the results of discoveries and inventions;
- 3) preparing the learner to use the acquired knowledge in future activities.

Quality education is achieved on the basis of these criteria, and this issue was determined for the first time in our country at the level of state policy. For this reason, the above-mentioned tasks for achieving high-quality education are planned to be completed in 2022-2026. According to him, building a people-

<sup>1</sup> Look at: Ўзбекистон Республика Президентининг 2022 йил 28 январдаги “2022-2026 йилларга мужалланган янги Ўзбекистоннинг тараққиёт стратегияси тугрисида”ги Фармони.//”Янги Ўзбекистон” газетаси 2022 йил 1 феврал сони.

<sup>2</sup> Бордовская Н., Реан А. Педагогика. – СПб.: “Питер”. 2001.-с 116

friendly state and achieving an increase in human value through education is the primary task. Because only education is an important factor that increases human value, and valued people take an active part in building a people-friendly state. For this, two principles rely on justice and the rule of law. In this case, justice means ensuring the constitutional rights of the learner to acquire knowledge and occupation, and the rule of law means strict adherence to existing laws and regulations in education and training. For this reason, a people-friendly state with human dignity, justice and the rule of law ensures the development of the national economy at a modern level. As a result, the practical manifestation of quality education in the country will be formed.

If attention is paid, it is possible to achieve quality education based on the principles of human dignity, justice and the rule of law in the Development Strategy. As a result, the society will have opportunities to conduct fair social policies and develop human capital, that is, human intellectual capabilities and discoveries. All this leads to the achievement of a unique spiritual development, national interest, security and practical activity in our society.

In this way, the principles of human dignity, justice and the rule of law have been defined as the most important principles for achieving quality education, and the social and scientific foundations of relying on them have been compiled. In fact, it is worth mentioning that we have national pedagogical experience in achieving quality education based on these principles. For example, Abu Nasr Farabi (10th century) defined justice as the main category of education in his work "The City of Virtuous People", in our ancient book "Avesta" it was determined that human dignity is the basis of goodness, and it is based on the formation of good ideas, thoughts and practical skills in students. , Amur Temur (14th century) defined the supremacy of law as the basis of society's education in his work "Tuzuklar".<sup>3</sup> Such pedagogical-historical experiences show that there are opportunities to achieve quality education in our country based on these principles.

At the same time, *goals* are set in each direction. It should be noted that the social, economic, legal and pedagogical tasks and foundations of achieving quality education have been defined in this direction. From this point of view, to achieve quality education, two tasks are defined as follows, and their implementation allows to understand the basics of the development of the preschool education process:

- a) conducting a fair social policy - providing education and medical services where people are valued;
- b) development of human capital - development of mental capabilities of a person and use of inventions, discoveries and technologies created by means of human intelligence.

All this defines the basis for achieving quality education in the education system, as well as in the pre-school education system in the Development Strategy.

Pre-school education is the main link of the education system in our country, and today it is urgent to implement the task of achieving high-quality education. In our opinion, the most important of such tasks are:

- 1) improvement of the curriculum and programs of preschool education based on today's innovative development requirements;
- 2) introducing the fastest and most effective new pedagogical technologies into the process of preparing pupils for school;
- 3) provision of preschool education organizations with pedagogical staff meeting the requirements specified in the Development Strategy.

Ensuring the implementation of these tasks allows to achieve quality education at the preschool education stage.

2. *The issue of training highly qualified pedagogues.* In the development strategy, the tasks of training highly qualified pedagogues to achieve quality education are also defined.<sup>4</sup> This is based on the following:

- a) regional study of the need for highly qualified teaching staff of pre-school educational organizations;
- b) improvement of training curriculum, programs and literature of this category of pedagogic staff on the basis of international educational programs;

<sup>3</sup> Look at: Фаробий А.Н Фозил одамлар шахри.-Тошкент, 1993. Авесто.-Тошкент, 2001. Амур Темур. Тузуклар. –Тошкент, 1996

<sup>4</sup> Look at: Мирзиёев Ш.М Янги Ўзбекистон Тараққиёт стратегияси.-Т.: “Ўзбекистон” . 2022

c) creation of a healthy competition between state and non-state higher education institutions on the quality training of pedagogues of this category.

Such an approach allows to train pedagogic staff of quality pre-school education organizations based on the requirements of the Development Strategy. Because today the need for preschool education pedagogues remains high in the remotest regions of our country. Also, international educational programs provide important opportunities for quality training of this category of pedagogic staff. For example, one of such international educational programs is STEM, which aims to train independent thinkers and creative specialists in exact and natural sciences. In this regard, it is possible to train pre-school pedagogues with biological, physiological and technological skills on the basis of this international educational program, therefore, the introduction of this program into the educational system is specifically defined in the Development Strategy. In this process, the formation of competition for the training of highly qualified preschool education pedagogues in state and non-state higher pedagogical educational institutions gives important practical results. These educational structures achieve capitalization of the specialists they train.

It is important to note that the need for these specialists to prepare highly qualified preschool education pedagogues based on the Development Strategy, the harmony of national and international educational programs in their training, and the reliance on healthy competition factors are of great practical importance.

3. *Expected results from the development of preschool education organizations based on the development strategy.* Perception of the expected results from the development of preschool education organizations based on the development strategy is the basis for ensuring the expected performance of tasks in this regard at the community level. In this matter, the following was noted from the speech of the President of the Republic of Uzbekistan, Shavkat Mirziyoev:

"1) We need highly qualified teachers and coaches, professors, real intellectuals who will decide our day and tomorrow, the fate of our youth;

1) In this regard, first of all, we will improve the quality of preparing our children for school by harmonizing the kindergarten system with school education;

2) Dozens of new pre-school educational organizations will be established in all regions of our country;

3) The qualifications of more than 160,000 *pedagogues* in this preschool education system will be improved."

It should be noted that specific tasks regarding the results expected from the development of the pre-school education system based on the Development Strategy are defined here. In this regard, it should be mentioned that the implementation of the following tasks in the preschool education system in 2022 is defined in the *State program of the year of "Year of human dignity and active neighborhood "* of the Development Strategy:

a) purposeful increase of training quotas for preschool education pedagogues;

b) economic and moral incentives of this category of pedagog employees who are achieving success;

c) to reach highly qualified pedagogues working in preschool education organizations in the remotest regions of our country.<sup>5</sup>

If attention is paid, with the achievement of these results, preschool education organizations will have opportunities to develop in accordance with the requirements of the time. Therefore, one of the main issues is to ensure the implementation of the set of tasks related to preschool education defined in the Development Strategy.

When the time comes, it should be noted that the training of highly qualified pedagogues based on the Development Strategy is one of the important strategic bases for our country's entry into the world's 50 most developed countries. Therefore, it should be noted that this issue is considered one of the important directions of our pedagogic research.

Thus, on the basis of the "Development Strategy of New Uzbekistan", the issues of achieving high-quality education and training highly qualified pedagogues have been determined for 2022-2026. It is of great importance to implement quality education based on the Development Strategy, to train highly

<sup>5</sup> [www.Ziyonet.uz](http://www.Ziyonet.uz).

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qualified pedagogical staff and to achieve important practical results in these matters. Therefore, these issues are perceived as one of the main directions in the theoretical issues of improving the mechanisms of training preschool education pedagogues on the basis of the Development Strategy.

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