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Laziz N. Tuychiev

*Tashkent Medical Academy, Tashkent, 100109, Uzbekistan, rector@tma.uz*

Umida A. Tashkenbaeva

*Tashkent Medical Academy, Tashkent, 100109, Uzbekistan, tta\_tm@bimm.uz*

Abdunazar K. Juraev

*Tashkent Medical Academy, Tashkent, 100109, Uzbekistan*

Gulchekhra S. Khazratova

*Tashkent Medical Academy, Tashkent, 100109, Uzbekistan*

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## ADVANCED RETRAINING SYSTEM FOR THE PEDAGOGICAL STAFF OF MEDICAL EDUCATIONAL INSTITUTIONS AND ITS PERSPECTIVES

**Laziz N. Tuychiev**, M.D, Professor, Rector of the Tashkent Medical Academy, e-mail [rector@tma.uz](mailto:rector@tma.uz)

**Umida A. Tashkenbaeva**, the Director of the branch center. tel: +998781507844, e-mail: [tta\\_tm@bimm.uz](mailto:tta_tm@bimm.uz).

**Abdunazar K. Juraev**. PhD, Lecturer, <tel:+998977713782>

**Gulchekhra S. Khazratova**, Lecturer, tel: +998909492591

### ABSTRACT

**Introduction.** The present work reveals the essence of the activity of the branch center of professional development and retraining for the pedagogical staff under the Tashkent Medical Academy and its perspectives. The survey presents a short history on opening of this center which is considered to be the leading one for the pedagogical staff of all medical educational institutes in Uzbekistan, who receives retraining every three years to gain new experiences, exchange information about worldwide advanced methods for further interaction and teaching with the medical students. **The aim of the work** is to analyze and show development and significance of the courses of the center for regular updating of the professional knowledge, skills and abilities necessary to ensure the educational process at a high scientific and methodological level, to promote the continuous development of professional and pedagogical skills based on qualification requirements, curricula and programs. Master classes are held by the retraining and advanced training courses. The processes of re-training courses are held at the highest appropriate level according to the main aim of the center. **Conclusion.** The system of advanced training and retraining of the pedagogical staff functions and develops in a single process of updating national education, ensuring the personnel potential of the reform. The activities of the Industry Centers have reached the level of a system that is able to flexibly and quickly respond to innovations introduced into the educational process. The result, the final criterion for the quality of this activity is the improvement of the quality of training and education of our students.

**Key words:** re-training, in-service, modules, curricula, experience, staff, result, portfolio, certificate.

### Introduction.

It is a great honor to be a doctor, which is the highest value in the world, with the protection of both physical and mental health of human. However, it is a

great and important task to be teachers of future doctors and to teach well-educated specialists in the future, who is worthy of his service to the country, people, profession. Therefore, in 1976, under the Tashkent Medical Institute, a center for teaching staff of higher and secondary medical education was established.

On bases of the Resolution №278 of the Cabinet of Ministers of the Republic of Uzbekistan "On Improvement of the Pedagogical Retraining and In-service Training of Academic Staff and Improvement System of Higher Education Institutions" on January 1, 2013, the Center for retraining and in- service training of pedagogical staff at the Tashkent Medical Academy was reorganized in line with modern requirements.

In accordance with the Decree of the President of the Republic of Uzbekistan dated February 7, 2017 № UP - 4947, the "Strategy for the Development of the Republic of Uzbekistan for 2017-2021", the state programs are being implemented to reform all sectors of the economy and social sphere.[1] One of the most important and priority fields in the development of the social sphere is the educational system. In particular, in the field of education and science, the main task is to improve the quality and efficiency of the higher educational institutions through the introduction of advanced and modern international standards of teaching and assessing the quality of teaching. In accordance with the Law of the Republic of Uzbekistan "On Education", the National Program for Personnel Training, and the Decree of the First President of the Republic of Uzbekistan dated June 12, 2015 № UP-4732 "On measures for further improvement of the system of retraining and advanced training, [2] leading and pedagogical personnel of the higher educational institutions" and the Decree of the Cabinet of Ministers dated August 20, 2015 No. 242 "On measures for the organization of retraining and advanced training of managers and teachers of the higher educational institutions, scientific and educational institutions of the Republic", further improvement of postgraduate education is aimed at ensuring the needs of society in the scientific and scientific-pedagogical personnel. [3] The academic staff of the Branch Center consists of 8 teaching staff, among them part-time teachers number is 11, and hourly teachers are 28. Most of them are M.D and PhDs. Until September 1, 2019 a 288-hour program of professional development of teachers was implemented, directed to increase psychological and pedagogical skills and professional competence of the pedagogical staff. Beginning with September 2019, according to the additional measures for further improvement of the qualification of managers and professional personnel of the higher education institutions, under the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan, the retraining and advanced training courses are being conducted in accordance with the 288-hour curriculum developed on the basis of the standard curriculum structure, approved by the Ministry of Higher and Secondary Special Education of the Republic of Uzbekistan in coordination with ministries and departments. At the same time, the 144-hour training program will be implemented on the basis of self-improvement methods. The maximum volume of training load per week in the form of an internship is 36 hours. [4] Improving the teaching

modules at the center the following main types of training are used in innovated and advanced training courses: lectures (online lectures); interactive workshops; practical training; mobile training; experience exchange; self-study, including distance study; teaching practice; defense of a diploma work.

The program content gives an opportunity to increase the level of professional skills in the field of the teaching disciplines: a study of professionally significant qualities of sub-subjects of the educational process: the study and analysis of methods of training and subjects of the teaching process, mastering the ways and means of activation of cognitive activity of trainees. At the end of the training course the listeners receive certificates of the state sample.

The clinical basic departments of the center are located on the basis of the largest hospitals and diagnostic centers of Tashkent and are equipped with the modern equipment. The staff of these departments develops the new directions of scientific researches and new technologies in medicine with application of the latest achievements of scientific and technical progress. The classes are also equipped at the high scientific, educational and methodical level.

The aim of the courses is regular updating of the professional knowledge, skills and abilities necessary to ensure the educational process at a high scientific and methodological level, to promote the continuous development of professional and pedagogical skills based on qualification requirements, curricula and programs. Curricula and programs are improved annually on the basis of priority fields for the development of science, engineering and technology.

The following modules are presented in the center for improving and updating with modern data in medicine.

**List of the subjects in health care field:**

- 5510100 - “General medicine” (field of surgical sciences) surgery, traumatology and neurosurgery, obstetrics and gynecology, oncology, urology, anesthesiology and intensive care, ETN, ophthalmology.
- 5510100 - “General medicine” (field of therapeutic sciences) therapy, pharmacology, neurological diseases, TB diseases, skin and venereal diseases, infectious diseases, traditional medicine, physiotherapy, diagnosis of radiation and radiation therapy, psychiatry, allergology, endocrinology.
- 5510100 – Medical-biological sciences, pathological anatomy, normal physiology, forensic medicine, bioorganic and biological chemistry, biophysics and informatics, pothophysics, human anatomy and OJTA, pharmacology, histology, biology and medical genetics
- 5510200 - Pediatric work: pediatrics, children surgery, propaedeutic on children diseases, neonatology
- 5510300 - Medical prevention work: microbiology, management of public health and health care, epidemiology and hygiene.
- 5510400 - Stomatology: surgical stomatology, therapeutic stomatology, orthopedic stomatology, children’s stomatology
- 5510500 – Pharmaceutics
- 5510700 – Nursery

- 5510800 - Military medicine

The mentioned modules are taught by the following main types of training: lectures, interactive seminars, practical classes, field classes at the Republican specialized scientific and practical centers, the Republican screening center, the Tashkent Pediatric Medical Institute clinic, exchange of experience, independent training, pedagogical (qualification) practice, defense of the project work.

The need for the innovative nature of the development of education in the context of its modernization has become obvious: without an innovative breakthrough in educational technologies, it is impossible to obtain a fundamentally new quality of the level of education. Therefore, one of the main trends in the development of innovative education is informational technology.

In addition, the branch center pays a special attention to increase of the general level of proficiency in informational and communication technologies and foreign languages at the faculty of the universities. For enhancing of the general level of proficiency of information and communication technologies and foreign languages, the teaching staff developed curriculum programs for teachers on "Using Information Technology in Medicine" and "Methods of Intensive Teaching of Foreign Languages". IT and ESP are taught basing on the need of qualified medical personnel in the modern world to possess both subjects according the world standards. "Methods of Intensive Teaching of Foreign Languages" module is a collection of classroom teaching activities for the learners of English as a second or foreign language at the center. The collection contains such exercises as role simulations, group dynamics activities, language games, creativity exercises; and ideas for General English for collecting feedback, for imaginative conversation classes, as well as for speaking, reading and writing. And also with the interactive methods the following types of training are used in this module:

- Practical training (understanding of information and technology, the development of intellectual interest, reinforcement of the theoretical knowledge);

- Round table (increasing the ability to make suggestions on proposed design solutions, listen, understand and make logical conclusions);

- Discussions and debates (presentation of evidence and substantiated arguments on decisions, development of listening skills and solving of issues).

Alongside with this, master classes are held by the retraining and advanced training courses. Foreign experts from the USA, Russia, South Korea, Japan, France, Germany and other countries organize lectures. Involvement of foreign specialists is carried out on the basis of inter-university agreements with foreign universities. Based on the best international practices and modern approaches, to improve the forms and methods of teaching in the retraining system and professional development of the teaching staff of the higher educational institutions in accordance with the Resolution of the Cabinet of Ministers dated February 27, 2017 No.103 "On Amendments and Additions to the Regulation on Retraining Courses and Training Courses for the Teaching Staff of the higher educational institutions", the processes of re-training courses are held at the

highest appropriate level. The center invites foreign specialists to give lectures to the listeners of the center.

On September 26, 2019 the Professor L.N. Shinkova from the Kuban Medical Institute (Russia) held a lecture on the theme “Ecological problem and human health”. On October 14, 2019 the Director of the global program – Fred Grigori and co-director Viola Artikova from the Bob and Charlee Moore Institute for Nutrition and Wellness (Oregon, USA) held a lecture on the theme: “Generation epigenetics”. October 17, 2019 was marked by the visit of Dr. A.A. Gilman from the Kuban Medical Institute (Russia) who presented his lecture on the theme: «Modern subjects of insurance medicine». The purpose of the lecture and master class are management of health care and education. He presented possibilities of modern subjects of insurance medicine, gave answers to the actual questions about the projects. On November 7, 2019 the Professor N.P. Mitkovsky from the Belarusian State Medical University visited the Center with his lecture “International Standards for the Treatment of Cardiovascular Diseases”. October 16, 2019 was marked by the lecture presentation of the rector of the Webster University in Tashkent Dr. John Grainer. November 2, 2019 was remembered by the lecture on the theme “Demonstration and discussion of visual surgery” with participation of professors from the Institute of Georges Portman (France) - D. Portman, A. Deveze and E. Witt. And at last, on November 7, 2019 the lecture “The quality of medical education and the protection of human life” was presented by the Professor Vikas Kapil (USA).

On the date of April 18, 2018 the center held an International Scientific and Practical Conference - “System of improvement in pedagogical staff qualification in the higher educational institutions of Uzbekistan”. Many foreign specialists, Doctor T.B Sergeeva (Stavropol, Russia), Doctor S.V (Tver, Russia), Doctor R.B Ablataeva (the International Kazakh-Turkish University named after H.A Yasavi), Doctor Fred Podmelle (Germany), and Doctor Mansur Ahmad Mir (India), participated at the conference to share their experiences in improvement of the educational system. [5]

Nowadays, improvement of the curricula of the re-training and advanced training courses for the teachers of the higher educational institutions is carried out independently at the working place or based on the distance learning methods.

The modern education system is aimed at the versatile development of a human, creating the conditions for self-realization, self-development, achievement of success in training and education, requiring a new orientation from the teacher - by the student’s personality.

The field of continuous education and re-training of the teaching staff is an important part of the educational system in our state. The system of advanced training and retraining of the pedagogical staff functions and develops in a single process of updating the national education system. The work of the continuous educational system takes into account the whole range of changes in education: the intensification of the educational process, the new content and forms of its

organization, the socio-cultural and value reorientation of education, new strategies in the management and financing of the educational institutions.

Perspectives:

1. Widening of the centers activity and inviting listeners for the retraining courses from the neighboring countries such as Kazakhstan, Turkmenistan, Kirgizstan, Tajikistan and Afghanistan to promote our medical education.
2. Invitation of professionals in IT field to get acquainted with the modern technologies in medicine and advanced methods in learning of English, as well as medical professionals in each module taught at the center.
3. Participation in a teacher exchange program to take opportunities for teaching professionals with a qualifying degree to teach in partner accredited educational institutions abroad, for instance, in the USA, the UK, Canada, Australia, Germany, France, India and South Korea.

## CONCLUSIONS

Thus, the system of advanced training and retraining of the pedagogical staff functions and develops in a single process of updating national education, ensuring the personnel potential of the reform. The activities of the branch centers have reached the level when it is able to flexibly and quickly respond to innovations introduced into the educational process. However, there is a saying that “The one who stops looking, most of all is losing”. Basing on it, there is a lot of prospects in further development and researching of innovative content, technologies, forms of education, providing scientific and methodological support for the training and retraining of the pedagogical staff. The result, the final criterion for the quality of this activity is the improvement of the quality of training and education of our students.

Moreover, within the framework of the branch activity we had an opportunity to study the system of retraining and staff qualifications in Turkey. In recent years, the issues on teacher’s qualification levels made a lot of countries reconsider and re-start its training systems for promotion of social harmony, teaching fulfilment and national development. In this regard the training system of Turkey paid much attention to reveal and eliminate problems associated with training of medical staff. [6] In fact, pedagogical staff re-training system Uzbekistan has also been progressing rapidly which makes Uzbekistan specialists competitive worldwide.

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