

**CONDITIONS FOR THE FORMATION AND DEVELOPMENT OF
PROFESSIONAL COMPETENCIES OF PRIMARY SCHOOL TEACHERS**

Nurmatov Gayrat Mustafakulovich

*teacher of the department of humanities and
information technology, SamSIFL*

nurmatov-g@umail.uz

Kamolova Iqbol Adkhamovna

*teacher department of uzbek language, literature and
foreign languages, Samarkand Veterinary medicine institute*

iqbolkamolova94@gmail.com

Abstract:

Background. *It is undoubtedly a field of education that provides a prosperous future for people, guides them in the right direction, and imparts knowledge, which is an inalienable treasure. It is possible to distinguish between the educated and the uneducated at once. Quality education provides a bright future for anybody. For this reason, this article also provides information on the field of education, emphasizing the importance of the role of primary education. There is also information about the professional competence of primary school teachers, that is, the merit, worthiness, love for their work. Suggestions and recommendations are also given on what professional competencies a primary education teacher should have.*

Method. *This article discusses the role of primary education teachers in teaching. It talks about the importance of their in-depth knowledge, the importance of primary education in human life.*

Result. *It is necessary to teach children with various methods. Teachers should have professional competence, pedagogical skills.*

1. Ability of evaluate learning activities. It means teachers of public education must use many types of activities which can help pupils to learn theme affectively;

2. Analyze knowledge and skills. Teachers should analyze pupils degrees of knowledge and the characters.

3. Communicative. It means to speak language, to communicate with different people. The effectiveness would be even greater, if teacher can organize his lesson with pedagogical and information technologies.

Conclusion. *In conclusion, primary education is important in education. The role of primary school teachers is also unique because it continues as the child is taught from an early age. During the lesson, the teacher must make the lesson interesting with different methods, as well as on the basis of pedagogical and information technologies. This helps the learner to master the science quickly and effectively. Public schools have ample opportunities for each subject to be taught in a variety of ways. First of all, it is important for the teacher to get acquainted with the children's ability to receive knowledge and their psychology, and to organize the lesson accordingly, as well as to be friendly with each student.*

Keywords: *primary school teachers, professional competencies, pedagogical skills, advanced pedagogical and new information technologies, "persuasion" competence, competence "initiative" and etc.*

Introduction. It is well known that the education system is one of the key factors in the development, growth and formation of an individual. Over the past few years, reforming the education system and modern training system in Uzbekistan and raising it to the level of developed countries has been in the spotlight as a priority of public policy. The formation of a well-thought-out legal framework that takes into account the interests of all segments of society has played an important role in ensuring that the reforms in this area are comprehensive and in line with international standards.

The reason is that “When we think about solving the complex and important issues facing us in today's rapidly changing life, the solution lies in education, the worldview of young people, modern knowledge, high spirituality. and we are convinced once again that it is connected with the formation on the basis of enlightenment”, said the President of the Republic of Uzbekistan Sh.M. Mirziyoyev [1].

Indeed, the role of education in how a person develops in the future is invaluable, especially in primary education. Because this education is the main link of the whole education, the knowledge gained during this period will never be forgotten.

Main part. It should be noted that primary education is one of the key stages of the continuing education system in our country. Because this stage, by its very nature, gives students an initial understanding and information in the field of science. Also, in this process, the interest in education is much higher than in secondary and higher education, and in this way it is possible to immediately understand what area the child is interested in. And elementary school teachers have a big responsibility to understand that [2].

Therefore, according to the State Education Standard, the primary school teacher is responsible for the formation of children's mental and logical thinking ability, mental development, worldview, communication literacy and self-awareness. They should be helped to develop the ability to understand and think freely, to express their thoughts fluently orally and in writing. Therefore, one of the tasks of primary school teachers is to eliminate the monotony and tradition in the learning process, to ensure the diversity and diversity of the teaching process, the widespread introduction of advanced pedagogical and innovative technologies. It is necessary at all times to create and implement educational manuals.

Because today's child is interested in everything, his or her thoughts are different. The task of the teacher is to teach with this diversity and interest. Another task of the modern educator in the process of teaching is to stimulate the interest and self-confidence in education by shaping the creativity of students who are now sprouting, to be able to organize effectively. Today, research is being conducted in the primary education system of the country to improve the education system based on innovative technologies, strengthen its national base, bring the training of socially active and qualified competitive personnel to world standards. To do this, first of all, teachers and coaches need to be perfect in all respects. That is, the effective functioning of the system of continuing education in our society depends, first of all, on highly qualified teachers.

Therefore, the ongoing reforms in education require the continuous improvement of the skills of today's teachers, based on the needs of society. That is why there is a need to increase the professional competence of teachers. As mentioned above, in this period, which is the foundation of school education, the student becomes acquainted with the world of science, in a sense, his or her attitude to reading, the concept of worldview. Life experiences expand not only intellectually, but also spiritually and culturally. The

effective solution of such tasks, of course, depends on the level of professional competence, pedagogical skills, qualifications of the teacher of public education. The teachers educate their students to be smart, knowledgeable, to travel to the land of beautiful dreams; to turn their hopes and aspirations into real goals, and to be able to fly to the heights in the unique world called life, and to be aware of the secrets of life inherent in every intelligent and conscious person.

In addition, to increase the effectiveness of vocational guidance of students and to provide practical methodological assistance, guidance and counseling to children in need, including the issues of correct and conscious orientation to the profession based on the needs of society is the foundation of a teacher's professionalism.

Therefore, the modern pedagogue must be the builder of the future, the author, producer, researcher, user and promoter of advanced ideas. The professional development of a teacher is a set of qualities such as thorough knowledge of general and specialized disciplines, special activity in the professional orientation of teachers, organization, creativity, a high level of communication with students, a culture of behavior and ethics.

In today's world, any employee is the fixed capital of an organization, institution or company. How do you know if an employee is worthy of the position they hold? How to choose a suitable employee for a new project or vacancy?

In this case, we are talking about professional competencies that allow the assessment of knowledge, skills and abilities of employees, as well as an objective and complete assessment of the unique requirements set by the organization, institution or company.

The term "*competence*" broadly refers to the *ability to apply knowledge and skills, demonstrate skills, and act successfully based on practical experience in solving common problems* [3]/ Derived from the latin word "*campetere*" - *to fit*. Today, the term "competence" is used in a variety of fields: linguistics, law, culture, as well as important competencies of an organization, institution or company. But the term "competence" is a much more relevant topic in terms of how well employees fit into their profession, so we think about employee professional competence.

David McLeland, an American psychologist and human motivation researcher, states at the beginning of a competent approach to an organization, institution, or company: "When studying a person's personality, a candidate or employee does not give a correct answer about his or her professional success because the person always values himself or herself so a competent approach can be developed by the organization, institution or company administration within the law it is necessary".

So, the term "professional competence" is defined as "the ability of an employee to work in accordance with the requirements of the position." Professional competencies can be described as personal characteristics, such as "stress tolerant", "teamwork", "creative" competencies, as well as the skills they have acquired, such as: "negotiation", "business plan" competencies. The following two rules should be kept in mind when compiling a list of job competencies [4]:

Behavior (directly visible);

specific aspects (basis for determining the level of competence).

Here are some examples of professional competence:

"Persuasion" competence. Identification: Influencing others and persuading them to make their own decisions and actions. If this type of competence is applied to primary school teachers, the content should be as follows: the teacher engages the children in what they say and convinces them that what is done is wrong and vice versa, to get and convince them to imagine it [5].

Competence "Initiative". Identification: Being able to initiate action and make an effective impact on an event with positive personal aspects. Always on the lookout, taking on new responsibilities, extra work. At the same time, the primary school teacher should constantly introduce children to the news, help the child to learn what he did not know before, and in general be in search.

It should be noted that in each educational institution, whether it is a primary school teacher or a higher education institution, in order to know how loyal and worthy they are to their work, there are 5-10 professional competence keys for each position. In such cases, it may be appropriate for the supervisor to formulate test questions. Each of the test questions is tailored to a specific competency. The test measures the extent to which employees have acquired these competencies. The test results determine the level of competence of employees, for example: on a scale of 0 to 100 points. In this case, the level of demand for each position competency is set, for example, 70 points. Certification is carried out twice a year, for example, at regular intervals for the recruitment of new employees, as well as for permanent employees. As mentioned above, this allows you to assess the suitability of the employee for the position. Based on the test results, the employee can be recommended for a higher position, and if there is a lack of knowledge and skills, the employee will need additional training. A competent approach allows us to implement follows:

- assessment of the suitability of employees for the position;
- selection of staff for the implementation of a new project in the recruitment
- selection of a candidate for the vacant position;
- timely attestation of employees, additional training in case of deficiencies.

In general, a competent approach is a key factor in the development and prosperity of an organization, institution or company. Now, if we look at the lexical meaning of the word competence, as we said above, it is derived from the Latin word meaning appropriate, worthy. This concept has been interpreted differently by many scholars. Competence is the ability of an individual to have a certain level of skill or ability or experience. It can be used for many aspects of one's life, including education. *The concept was first introduced to education through a 1972 report by a commission headed by E. For, a UNESCO organization.*

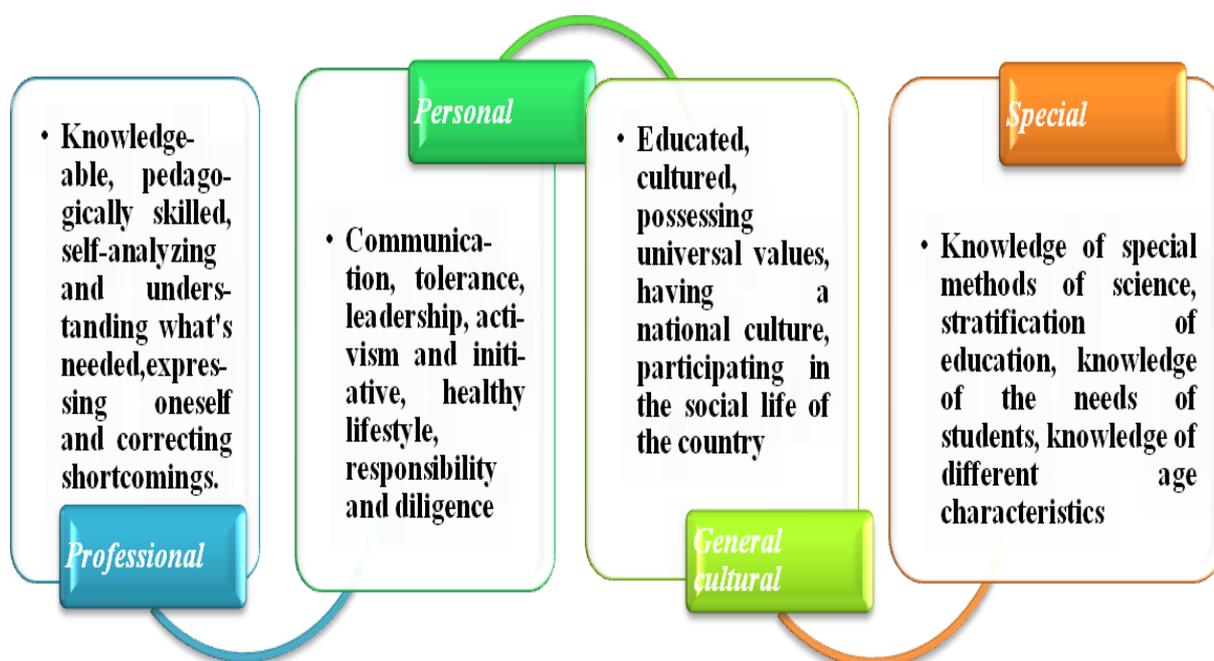
Another of the pedagogical scholars, *A.V. Khutorsky* describes competence as follows: "On the basis of worldview, that is, value and self-awareness are expressed in relation to the worldview, imagination and value of the teacher. He is able to see and understand the nature of events and phenomena in the environment, to direct himself to it, to base his opinion as a teacher. Can find a solution to the problem. In this case, competence provides a mechanism for self-awareness in the teaching and other activities of the teacher, and varies as follows [6]:

General cultural competence - the acquisition of national and universal values; participation in the social life of the country; respect for family, traditions; social skills. To be able to understand the impact of science on human life and the development of the

PEDAGOGICS

world and to explain it to young students. Learning and learning process is a teacher's independent learning activity. Logical thinking. Ability to evaluate learning activities, analyze knowledge and skills. Knowledge is a pedagogical activity, the ability to acquire knowledge about one's subject. Communicative - the ability to speak the language, to communicate with different people, to have a special place in the community. Socially useful work - family relations and responsibility, participation in the development of society, socially useful work. Having economic and legal skills means working on oneself, developing oneself physically, spiritually and intellectually, and managing one's emotions." said.

Therefore, the following table provides information on the main types of competencies:



In short, *competence is an integral quality, a set of knowledge, professional skills and competencies necessary for the successful implementation of a profession and a specific activity in a particular organization.*

The professional competence of a teacher is formed in connection with the knowledge of pedagogy and psychology, as well as the work of the teacher. The effective management of the learning process in the teacher's work experience is aimed at shaping the learning motivation of students. In addition, the teacher requires a thorough knowledge of the subject, knowledge of information and communication technologies, innovation in the educational environment and, most importantly, knowledge of one of the foreign languages. The formation of professional competence in a teacher, of course, has its stages, which are as follows;

- Self-analysis and understanding of what is needed;
- Self-development planning is goal setting;
- Self-expression and self-correction.

It is clear from the above that the professional psychological training of primary school teachers, as well as a new approach to the student's personality is a necessary

requirement of modern social development. Nowadays, every teacher pays special attention to creating a creative environment in the teaching staff and training competitive staff to work independently [7]. This, in turn, requires every teacher to improve their professional skills and psychological preparation for the development of the student's personality. Especially in this case, one of the main tasks is to provide a psychological basis for the relationship between teachers and students. In addition to the new changes in education, the teacher must take into account a number of changes in the teacher-student relationship. There are a number of factors that contribute to such changes, including lifestyle changes, the pace of life, and the influx of foreign lifestyles in various ways. Developing a procedure for assessing professional and pedagogical competence is a very complex pedagogical problem, and its relevance is difficult to assess.

The concept of competence means having a deep knowledge of the subject, and being able to convey it to students. A teacher is competent only when he or she acquires the basic qualities that define his or her spiritual and professional image. This is because the teacher creates conditions for the development, formation, acquisition and upbringing of the individual in the process of teaching, and at the same time performs the function of management, guidance.

After all, one of the great sages said, "*... if you live with worries about the future, give your children a good education, teach them.*" In order to teach well, a teacher must have such knowledge and competence. It is safe to say that the reforms in the education system in our country are not really a work aimed at achieving results in one or two years or in a short period of time, but a change that will last for several hundred years [8].

Today, teachers are required to use advanced pedagogical and new information technologies in their teaching. In particular, in education, "*Brainstorming*", "*Thought Attack*", "*Networks*" method, "*Syncway*", "*BBB*", "*Fifth plus*", "*6x6x6*", "*Debate*", "*Role play*", "*Modern technologies such as Working in small groups*", "*Rounded snow*", "*Zigzag*", "*I'll say the last word*" are used. This is because it is more effective when used in repetition or reinforcement lessons. The choice of a game should depend on the type of lesson, the level of training of students in the game, their level of knowledge, opportunities for independent creative work, the ability to quickly recall what has been learned, the degree of creativity. The main purpose of education is to teach students to think, to understand the opinions of others and to express them orally and in writing, to develop an independent-minded, well-educated literate person.

One of the most essential factors in determining the quality of education is, of course, the competence of the teacher in his or her subject. This is reflected in the system of pedagogical adaptation:

Scientific knowledge;

Be able to perform a variety of activities (give an example);

Creative approach to finding effective solutions to problem situations;

The experience of having a positive emotional response to society and people, to nature.

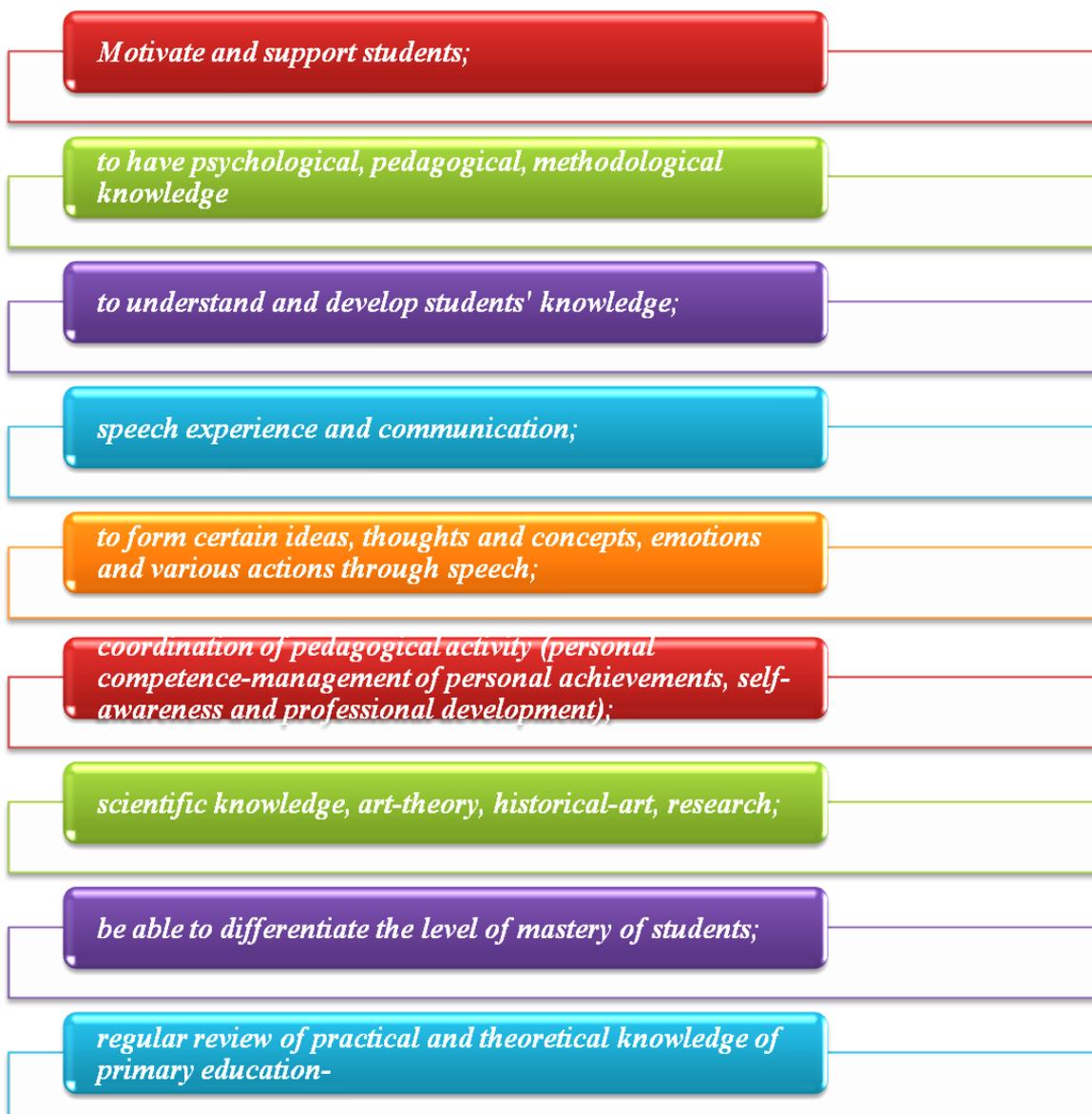
Education is a collaborative activity between teachers and students, in which the individual's development, education and upbringing take place. In the classroom, the teacher communicates his her knowledge, skills and abilities to the students through the lessons, and the students will be able to use it as they master it. In the process of

PEDAGOGICS

learning, students use different forms of learning, that is, they rely on specific differences in the reception, processing and application of the acquired information. In the educational process, the issues of cooperation between teachers and students in the classroom, independent work of students, education and upbringing in the form of extracurricular activities are addressed.

Method. The purpose of education is shaped according to the needs of society. Therefore, the purpose of education should be appropriate and balanced. The purpose of education in the scientific literature is to develop the skills and abilities to use the opportunities of education correctly, clearly, appropriately, to develop logical and creative thinking, to increase communicative literacy, to assimilate the national idea, to form oriental education, naval enrichment. The purpose of the course is to develop students' communication skills through independent thinking, oral and written literacy, and logical thinking. The purpose of education is spiritual, ideological and moral education. The process of learning a language provides an opportunity to get closer to the cultural and moral values of the people [9].

Therefore, primary school teachers should have the following competencies:



One of the great sages said, "... if you live with worries about the future, teach your children well." It is safe to say that the reforms in the education system in our country are not really aimed at achieving results in one or two years or in a short period of time, but in fact they are changes that will last for hundreds of years. It shows that our president cares about our future, our future generation, and that all the children of our country are my children, and that they should be stronger, more educated, and, of course, happier than we are.

It is known that the introduction of advanced pedagogical and new information technologies in education not only increases the effectiveness of teaching, but also fosters an independent and logical thinking, well-rounded, highly spiritual person through the application of scientific achievements in practice, important.

Result. There is a growing interest in the use of interactive methods and information technology in education. One of the reasons for this is that so far in traditional education, students are taught only to acquire ready-made knowledge, while the use of modern technology allows them to search for their own knowledge, independent learning and thinking, analysis doing so teaches them to draw even the final conclusions themselves. In this process, the teacher creates the conditions for the development, formation, education and upbringing of the individual, as well as acts as a leader, a guide. In today's education, "Brainstorming", "Thought Attack", "Networks" method, "Syncway", "BBB", "Fifth plus", "6x6x6", "Debate", "Role play", Modern technologies such as FSMU, "Working in small groups", "Rounded snow", "Zigzag", "I say the last word" are used.

Used in repetition or reinforcement of lessons in the classroom, it has a positive effect. The choice of a game depends on the type of lesson, the level of training of students in the game, their level of knowledge, opportunities for independent creative work, the ability to quickly recall what has been learned, the level of creativity.

It also focuses on teaching literacy in writing, with a focus on developing an independent-minded, well-spoken and literate individual. The way of life and cultural creativity of a nation is studied on the basis of its rich historical heritage.

Today, teachers are required to use advanced pedagogical and new information technologies in the teaching process. Based on the above, we will share our experiences and ideas on how to teach using interactive methods in the classroom. We hope that it will help our colleagues to increase the effectiveness of training. It will also be one of the closest assistants to students in fulfilling their responsibilities, such as choosing their direction and developing skills to prepare for independent living. Here are some suggestions on how to use modern teaching methods based on certain topics in the classroom. You use it in a creative way, and let's look for an answer to the question of our first president: "What are we doing today to instill in our children a sense of pride and devotion to our motherland, which is sacred to every age" [10-12], - we hope that you will contribute to the achievement of the intended goal by implementing modern methods of education and upbringing.

The method of "fifth (sixth, seventh ...) surplus"

This method is especially important for students to develop logical thinking skills. Here are some steps you can take to begin the process:

- Forming a system of concepts that serve to reveal the essence of the subject under study;

- to achieve four (five, six, ...) and one non-relevant concepts from the resulting system;
- assign students the task of identifying and decoupling a concept that is not relevant to the topic;
- encourage students to comment on the nature of their actions (in order to reinforce the topic, students should be asked to comment on the concepts that remain in the system and to justify the logical connections between them).

This method requires students to think analytically about the topic (or section, chapter) being studied, as well as to express the most important basic concepts.

The following steps are used to apply the method:

- the teacher creates a system of basic concepts related to and unrelated to the topic (section, chapter) in equal proportions;
- students identify key concepts relevant and irrelevant to the topic (section, chapter) and exclude key concepts that are not relevant;
- students explain the nature of their actions.

The method can be used individually, in groups and in groups to ensure that students master the topic and to assess their knowledge.

Applying this method to reinforce a new topic in the study of topics such as “Kitchen Appliances”, “Birds”, and “Pets and Poultry” in the 1st grade textbook will have a positive effect. There are four words on the topic and one irrelevant (redundant) word (concept, idea) [10].

Students identify this word (concept, idea).

For example, in Exercise 1 in a Grade 1 textbook, you could use the following: The entry is displayed on the screen. Students identify redundant words.

Pets: cow, sheep, turtle, horse, dog.

They are then given the task of composing a sentence with the help of these words, and moral education is given on the basis of the constructed sentences.

Example: A horse is man's best friend.

Based on the stories made by the students, the students will be instilled with a love for Mother Nature and a positive attitude towards pets.

"Video puzzle" method.

Special attention is paid to the organization of the educational process using a portable device, slides, video and audio recorders). Teachers have a responsibility to use a variety of media in their teaching.

When using the video puzzle method, the following actions are performed:

- students will be shown a series of videos without comments to help illustrate the essence of the topic being studied;
- students explain what process is reflected in each sheet;
- record the essence of the processes in their notebooks;
- answer questions posed by the teacher.

Conclusions. Based on the above, "competence" means a set of professional laws, principles, requirements, rules, duties, duties and responsibilities, as well as personal deontological criteria, necessary for a particular profession. Competence is the ability of an individual to demonstrate the criteria of competence in practical work on the basis of creativity, based on the requirements of society. The main criterion of competence is determined by effective activity, training of competitive personnel. In short, the

professional competence of a teacher is to organize all forms of the learning process in the most convenient and effective way, to direct them towards the goals of personal development, to form students' worldviews, abilities and is to arouse a tendency to the activity necessary for them in society.

REFERENCES

1. Mirziyoyev Sh.M. (2018). *The consent of our people is the highest value given to our activities.* -T.: "Uzbekistan" 2, 448.
2. Musurmonova O., Kurbaniyazova Z.K. (2013). *Innovative educational technologies and pedagogical competence.* Tashkent, *Collection of Legislation of the Republic of Uzbekistan*, 20, 251
3. *Competence. English-Uzbek, Uzbek-English dictionary.* –Tashkent: «Pedagog», (2007)
4. *Dictionary of foreign words.* (2014) Moscow: «Academy», 191
5. Yermakov D.S. (2011) *Competent approach to education.* J. Pedagogy. 4, 8-15
6. *General education science methodology.* (2014). (Spiritual enlightenment, scientific, methodical publication), 3
7. Yuldashev J., Yuldasheva F., Yuldashev G. (2008). *Interactive education quality guarantee.* Tashkent
8. Yuldasheva J.G. Yuldasheva F. (2008). *Interactive education - a guarantee of quality.* -T. "Teacher". 46
9. Goziyev. E (1999). *Psychological bases of pedagogical technology.* J. People's education. 6, 36-38
10. Arabova N.Z., Islamov A., Abdurasulov SH. (2015). *Are you ready to use innovative technologies in the educational process? Development of professional competence of specialists in improving the agricultural sector of Uzbekistan prospects // Proceedings of the Republican scientific-practical conference.* Tashkent, 154-156.
11. Anarbaeva F., Nurmatov G. (2020), *Features of electronic learning.* ACADEMICIA: An International Multidisciplinary Research Journal. 10, 5, doi: 10.5958/2249-7137.2020.00368.7
12. Anarbaeva, F. Abdullaev, A. Qoraev, A. (2020). *Pedagogical approach to the use of electronic education in the educational process,* EPRA International Journal of Research and Development (IJRD),<https://doi.org/10.36713/epra2016.2>.