



PEDAGOGICAL PROFESSIONAL COMPETENCIES AND THEIR DEVELOPMENT: MODERN APPROACHES AND PROSPECTS

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Abstract

This article analyzes the system of professional competencies that determine the effectiveness of pedagogical activity, as well as their structural components and development mechanisms. In the context of deep reforms in the education system, the teacher's innovative activity, digital literacy, and reflective abilities are emphasized. The article also covers foreign experiences in developing pedagogical competencies and the issues of integrating them into the national education system.

Introduction

21st-century education is characterized by volatility, uncertainty, and a high-tech environment. Under these conditions, traditional pedagogical approaches are losing their effectiveness. Today, a teacher is required to be not just a source of knowledge, but a developer of the student's personality, a motivator, and a facilitator. This new role necessitates a qualitative renewal of pedagogical competencies.

The Concept and Essence of Pedagogical Competence

The term "competence" has entered pedagogy from the European education system, representing a combination of knowledge, skills, and professional qualities integrated with personal traits.

Key Dimensions of Pedagogical Competence:

1. **Cognitive Dimension:** The base of subject-related theoretical knowledge.
2. **Activity Dimension:** The ability to apply methodologies in practice.
3. **Axio-psychological Dimension:** The teacher's moral values and professional motivation.

The Modern Teacher's System of Professional Competencies

A modern teacher must possess the following complex of competencies:



Information and Communication (Digital) Competence

Today, a teacher must possess not only basic computer literacy but also the ability to effectively use *EdTech* tools (LMS systems, visualization software, and AI-assisted tools).

Inclusive Competence

Organizing differentiated education while considering the educational needs of every student. This includes fundamental knowledge of special pedagogy.

Soft Skills

- **Emotional Intelligence:** Understanding the student's inner world and creating a positive psychological environment in the classroom.
- **Critical Thinking:** Making quick and rational decisions in problematic situations.

Mechanisms for Developing Competencies

Pedagogical mastery is not an innate talent but the result of continuous work. The main stages of development are:

1. **Reflective Analysis:** After each lesson, a teacher should answer the questions: "What went well?" and "Where did I make mistakes?"
2. **Lesson Study:** Analyzing lesson plans and exchanging experiences collectively with colleagues.
3. **Continuous Professional Education:** Participating in professional development courses, webinars, and international conferences.

Foreign Experience: The Competence-Based Approach

In countries with advanced education systems like Finland and Singapore, teacher competence is formed based on the "Teacher-as-Researcher" model. Here, a teacher does not just teach, but conducts small-scale scientific research in their own practice. To introduce this experience into Uzbekistan's schools, it is necessary to strengthen "Professional Development Centers" within schools.

Factors Hindering the Development of Pedagogical Competencies

Research shows that the following factors hinder teacher development:

- Excessive bureaucracy (paperwork).



- Low motivation and "burnout" syndrome.
- Inadequate technical infrastructure.

To solve these problems, school management must create a favorable "ecosystem" for teachers.

Conclusion:

Pedagogical competencies are the guarantee of the quality of modern education. It is impossible to raise the student's knowledge level without developing the teacher's own personality. The future of education is based on "teacher-student" cooperation, where the teacher's professional flexibility, innovation, and ethical stability are the decisive forces.

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