



## **INCREASING TRAINING QUALITY OF SCIENTIFIC AND SCIENTIFIC-PEDAGOGICAL STAFF IN THE TEACHING ENGLISH LANGUAGE**

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**Abstract.** This article presents the possibilities of existing and specially created psycho-pedagogical conditions in the higher professional school for the training development of highly qualified staff – development of individual-psychological features of the English Language teacher ensuring the successful formation of his professional competence.

**Key words and phrases:** psycho-pedagogical conditions, highly qualified staff, individually-psychological feature, professional competence

Positioning of Uzbekistan as a full partner of the cultural dialogue, which is interested in integrating into the global socio-economic processes, identifies the need to improve the education system quality in every direction, especially in the field of English teaching and learning, harmonization of requirements for the quality of staff training.

A national model of staff training as an essential, meaningful element includes science as a sphere in which formed a new fundamental and applied knowledge about the development mechanism of nature and society. After all, necessary for the promotion, study and use in the training system scientific results concentrate on the science. That is why special attention focuses on the preparation of scientific and pedagogical staff in the higher education system. It has created research guarantee infrastructure of the training process, formed a database on various fields of knowledge for using in educational information networks.

The training of highly qualified English language teachers can be considered as a dual process of individual self-actualization in research and organization of the educational area in accordance with modern scientific and educational requirements. According to experts, the organizational-activity model is the most effective approach in the preparation of the highly qualified scientific staff. It reflects the specifics of the

postgraduate pedagogical education system, and includes content and methodological support of all phases of teacher training: adaptation, organizational forming, expert attestation and involves scientific, methodological and information support in the training of researchers. It also ensures the integrity, consistency, openness and the synergies of the educational process in the research. The basic educational program for postgraduate professional education is the foundation of participants positions concordance in the educational process concerning to the content of training highly qualified staff in the system of postgraduate pedagogical education; settling the theoretical and methodological research base; forming of research competence and the factor of candidates' personal development of a scientific degree. Organizational-pedagogical conditions of highly qualified staff preparation reflect the specifics of the postgraduate pedagogical education and stipulate for maintenance of andragogical principles in organization of educational and scientific activities of researchers. It should also be noted that the learners contingent consists of socially and professionally mature adults with live, professional experience and educational activity, conscious of the necessity and the need for continuing education. Therefore, it is necessary to design the content of postgraduate professional education to satisfy needs, the needs of adult learners, which included in research activity with practice-character and design individual educational route at all stages of the preparation and provision of independence of the competitor of a scientific degree.

The postgraduate training is called scientific education by specialists. The content of science education is seen as the skills development for scientific work; result-the ability for scientific creativity, developed and demonstrated by the concrete sample of research in the frame of which the object product-new scientific facts and theories – is obtained. With this in mind, we can say that the training of highly qualified English Language teacher in the system of postgraduate pedagogical education will be effective if:

- took into account the specifics of the postgraduate pedagogical education system, revealed the peculiarities of the learners contingent, defined andragogical principles and organizational-pedagogical conditions in preparation of highly qualified personnel for research;

- developed and tested mechanism to evaluate the effectiveness of the organization of educational and research activities as part of the basic educational program of postgraduate professional education;

- developed a system of moral and material incentives for activities in the field of science and technology;

- provides elective courses (choice of special disciplines of science and industry scientific specialty, as well as time limits, forms and methods of teaching, etc.).

Improving the system of training and certification of highly qualified scientific staff should take place with direct linking with the objectives and directions of socio-economic and scientific-technical development of Uzbekistan and based on a clear consciousness of the needs of the economy and social sphere in highly qualified scientific personnel. As a result of the proposed activities will be achieved consolidation of the scientific community's efforts to address problems of national importance: strengthening the expanded reproduction of the global knowledge; improving the competitiveness of "human capital". Stable system will be established, which implemented a long-term program of research, ensures the continuity of generations, created the conditions to attract talented young people and to guarantee the experience of the older generation.

A key position in this regard is to improve the social status and prestige of highly qualified scientific personnel, to achieve the necessary level of financial and logistical support. Optimization of personnel structure of employees engaged in the training of highly qualified scientific personnel in the field of research and higher education, combined with an increase in the sector of science funding should allow to solve this issue in the near future.

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