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THE NECESSITY OF ENHANCING TEACHERS' PERSONAL AND CREATIVE POTENTIAL IN THE CONTEXT OF GLOBALIZATION AND ITS THEORETICAL FOUNDATIONS

Annotation

This article examines the changes occurring in the education system under the conditions of globalization and substantiates the necessity of enhancing teachers' personal and creative potential from a theoretical perspective. The study reveals the essence of the concept of personal and creative potential, its structural components, its role in modern pedagogical practice, and the theoretical foundations for developing creative competence.

Key words: Globalization, teacher, personal potential, creative potential, creative competence, innovative education, pedagogical activity, professional development, theoretical foundations, quality of education.

НЕОБХОДИМОСТЬ ПОВЫШЕНИЯ ЛИЧНОСТНО-КРЕАТИВНОГО ПОТЕНЦИАЛА ПЕДАГОГОВ В УСЛОВИЯХ ГЛОБАЛИЗАЦИИ И ЕГО ТЕОРЕТИЧЕСКИЕ ОСНОВЫ

Аннотация

В статье с научно-теоретической точки зрения рассматриваются изменения, происходящие в системе образования в условиях глобализации, а также необходимость развития личностно-креативного потенциала педагогов. Раскрываются сущность понятия личностно-креативного потенциала, его структурные компоненты, роль в современной профессиональной деятельности педагога и теоретические основы развития креативной компетентности.

Ключевые слова: Глобализация, педагог, личностный потенциал, креативный потенциал, креативная компетентность, инновационное образование, педагогическая деятельность, профессиональное развитие, теоретические основы, качество образования.

GLOBALLASHUV JARAYONIDA O'QITUVCHILARNING SHAXSIY-KREATIV SALOHIYATINI OSHIRISH ZARURIYATI VA UNING NAZARIY ASOSLARI

Annotatsiya

Ushbu maqolada globallashuv jarayonida ta'lim tizimida yuz berayotgan o'zgarishlar hamda o'qituvchilarning shaxsiy-kreativ salohiyatini rivojlantirish zarurati ilmiy-nazariy jihatdan tahlil qilingan. Shuningdek, shaxsiy-kreativ salohiyat tushunchasining mazmun-mohiyati, uning tarkibiy komponentlari, zamonaviy pedagog faoliyatidagi o'rni hamda kreativ kompetensiyani rivojlantirishning nazariy asoslari yoritilgan.

Kalit so'zlar: Globallashuv, o'qituvchi, shaxsiy salohiyat, kreativ salohiyat, kreativ kompetensiya, innovatsion ta'lim, pedagogik faoliyat, kasbiy rivojlanish, nazariy asoslar, ta'lim sifati.

Introduction. In the modern global educational environment, the training of competitive, innovative, professionally creative pedagogical personnel has become the main priority of the higher education system. Based on the decrees and resolutions of the President of the Republic of Uzbekistan on education, including the resolutions of the Cabinet of Ministers No. 797 of 2019 systematic approaches to improving the skills of teachers and developing their level of professional creativity are being formed in higher educational institutions. [1]

In the context of globalization, digital transformation, and the rapid development of artificial intelligence, completely new tasks are emerging for the higher education system. Today, not only knowledgeable, but also creative, enterprising, deeply understanding modern technologies, socially conscious and responsible teachers are needed. Therefore, in the process of improving the skills of pedagogical personnel, the development of their professional creative potential has become an urgent issue.

Professional creativity is directly related to the ability of teachers to introduce new approaches to the teaching process, encourage independent thinking of students, and effectively use modern educational technologies. This article provides theoretical foundations, practical directions, training and advanced training programs, assessment mechanisms, and analytical approaches based on international experience for the development of professional creativity of teachers.

Literature review. Professional creativity expresses the ability to develop innovative approaches, new ideas, and effective pedagogical methods in professional activities and implement them in practice. This quality requires the teacher to think innovatively, be inventive, analyze the current situation in depth, and find unusual solutions [2]. Professional creativity also includes the skills of arousing interest in students, directing them to independent research, and flexibly using modern technologies in the educational process. A creative teacher, relying on his knowledge and skills, will be able to convey each topic to students in a significant, lively, and practical way.

In the higher education system of our country, fundamental reforms are being implemented in the field of advanced training of teachers based on resolutions. In this process, distance and traditional advanced training programs are being developed on the basis of higher educational institutions, and competency-based modules are being introduced for teachers. Practical skills in the use of digital pedagogy, augmented and virtual reality (AR/VR) technologies, as well as artificial intelligence tools are being formed [3]. The advanced training process serves not only as an important basis for updating theoretical knowledge, but also for developing the practical creative potential of the teacher. The role of training and seminars in the development of professional creativity is invaluable. Problem-based learning within pedagogical training allows for creative solutions based on real situations. Simulations and role-playing games activate the communicative

and emotional intelligence of the teacher. In the modern educational process, design thinking technology plays an important role in the gradual teaching of the innovation process. Also, the mentoring system allows for the formation and strengthening of individual creative approaches in collaboration with experienced teachers. These methods turn the teacher into not only a provider of knowledge, but also a specialist who is constantly learning and developing in an interactive environment, ready to reconsider his activities.

Research Methodology. Innovative technologies are an important driver in the development of professional creativity. Artificial intelligence tools, including automatic testing systems and individual learning algorithms, expand the possibilities of the teacher to effectively organize the educational process [4]. Virtual and augmented reality technologies serve to create realistic experiments for laboratory and practical classes. Management systems such as HEMIS and LMS, while ensuring the transparency of the educational process, create the necessary environment for the development of analytical thinking. These technologies allow the teacher to spend more time testing innovative ideas, conducting experiments and introducing new methods. Along with the development of professional creativity, it is also necessary to develop mechanisms for assessing the dynamics of its growth. The assessment process includes analyzing the novelty and originality of educational activities, conducting interactive analyses based on student feedback, introducing diagnostic methods based on portfolios, projects and innovative developments. It also includes self-analysis of the teacher and development of a development plan ensures the sustainable development of creativity. Such an approach increases effectiveness and helps to maintain the creative potential of the teacher in continuous activity.

International experience and cooperation are one of the important areas of increasing professional creativity. For example, problem-based learning is widely used in the Finnish education system, while South Korea has integrated STEM areas with AR/VR technologies. In the US education system, flipped classroom and gamification-based models are yielding effective results. In the higher education system of Uzbekistan, studying foreign experiences through international programs such as Erasmus+ and DAAD and adapting them to local conditions significantly expands the potential of teachers [5].

Analysis and results. Professional creativity serves to form the ability to think in new ways, put forward innovative ideas and put them into practice in pedagogical activities. This process helps to develop the competencies of independent thinking, creative approach to problem situations, and work with modern technologies in students. By developing creativity, lessons become interactive and effective, student motivation increases, and the teacher's self-confidence and professional activity increase.

The policy of professional development in the higher education system of Uzbekistan is also being updated in accordance with the requirements of the times. The organization of courses in the credit-module system, the creation of educational opportunities in distance and blended forms, improving the quality of lessons by integrating scientific innovations, and the introduction of modules

that teach modern pedagogical technologies are important steps in this direction. At the same time, forms that serve to develop professional creativity, such as workshops, laboratory classes, case studies, interactive seminars, training and coaching, activate the internal resources of the teacher and develop his leadership potential.

Innovative technologies, including artificial intelligence, AR/VR tools, online platforms and management systems, enhance the teacher's research and serve to form creative approaches [6]. Through international cooperation, opportunities for studying foreign experiences, training trainers, and conducting seminars and webinars with the participation of foreign experts will expand within the framework of programs such as UNESCO, TEMPUS, ERASMUS +. At the same time, the presence of a monitoring and evaluation system in the process of developing creativity will allow comparing the state of a teacher before and after the advanced training course, determining his real growth and defining development prospects.

Professional creativity is an important component of pedagogical activity, which reflects the teacher's ability to think in new ways, develop innovative approaches and effectively implement them in the educational process. The reforms underway in the higher education system of Uzbekistan, in particular, the competency-based approach to advanced training, the integration of digital technologies and international experience, are creating broad opportunities for developing the creative potential of teachers. Methods such as training, seminars, design thinking, mentoring direct the teacher to continuous learning and innovation. Innovative technologies and international cooperation will take the professional activity of a teacher to a new level. At the same time, determining the dynamics of the level of creativity through monitoring and assessment systems, developing individual development strategies are also a decisive factor in improving the quality of education. As a result, the development of professional creativity ensures not only the personal growth of the teacher, but also the innovative development of the entire education system.

Conclusion. In the current conditions of global competition, digital transformation and changing labor market requirements, the responsibility placed on the education system is increasing. In this process, the professional potential, competence and readiness for innovative approaches of the leadership and teaching staff working in educational institutions are becoming a decisive factor. Advanced training is not only a means of renewal, but also a key part of strategic development. In order to effectively implement tasks such as ensuring the quality of the educational process, providing students with modern knowledge, and developing scientific and practical activities, it is necessary to constantly improve the skills of teaching staff.

Currently, a system of continuous professional development has been introduced for higher education institutions and academic lyceum leadership and teaching staff, which includes independent professional development, alternative professional development, distance learning, specialized retraining based on educational programs, and direct training in professional development institutions.

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