

Personal And Professional Self-Development Of A Teacher To Achieve A Professional Level

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Abstract— *The article discusses issues related to the personal and professional self-development of a teacher to achieve a professional level.*

Keywords— educator, professional, personal growth, professional development, professionalism, professional suitability, activity, labor, effort, skill, striving for the ideal, success.

1. INTRODUCTION

In modern conditions of modernization of education, much attention is paid to the training of professionals who are able to compete in the labor market, who know their profession well and have qualifications. However, a highly qualified young specialist should not be limited by the knowledge that he acquired in the field of his chosen profession, but should also constantly work on himself and strive for professional development.

2. MAIN PART

Many psychologists who study the professional development of the individual have analyzed the growth of the mental security of labor activity in the professional development of a specialist. In particular, one of the founders of the practical and labor orientation, as well as vocational guidance of psychology, psychologist E.A.Klimov identifies the following five main directions, which represent all the elements that have a mental content in the professional development of the individual as a subject of labor:

- 1) "an ever wider and more precise orientation of a person towards the natural, technical, social and informational environment";
- 2) "labor, i.e. the formation of a professional orientation, in particular, the development of the need for effective socially significant activities";
- 3) "assimilation of socially developed methods of action, the use of means of activity and their improvement as their own achievements";
- 4) "the formation of a stable system of personal qualities (abilities) that allows you to successfully perform activities";
- 5) "development of self-knowledge" [3].

Of course, everyone who wants to achieve success must constantly work on himself and develop himself. Self-development affects all spheres of a person's life: his place in society, position, career, love, affection, friendship, hobbies, and so on.

Consequently, successful professional activity is impossible without self-development and striving for personal growth.

In turn, personal growth is striving for the ideal, striving for the best, and increasing self-esteem. In fact, it is an essential part of being successful in any endeavor. This is the work that a person must do for himself and his future.

Personal growth is essential for professional success. This gives people the opportunity to achieve their goals and fulfill their dreams. The gradual personal growth of a young specialist will undoubtedly lead to a change in the content of his professional activity.

The study of the problem of professional self-development in psychology is presented by scientific works on the issues of advanced training, professionalism, professional suitability. The initial research of many Russian psychologists focused on the definition of personality development activity. Therefore, in their studies, a person is studied for his suitability for the profession and successful activity in it [3].

Studies of professional self-development show that becoming a professional in a certain profession is possible only as a result of a combination of professionalism and personal development. It was also found that the qualities of an active subject in a person's personality are manifested depending on the duration of activity [1].

Consequently, the formation and manifestation of the qualities of an active subject in a person occurs in the process of his activity. A person can develop himself only through meaningful activity. It follows that a person develops in the process of successfully mastering professional activity. To become a professional, you need to not only improve your professional skills, but also strive for personal development.

In studies carried out with specialists in various fields, changes in parameters are observed that arise in the process of determining the professional growth of a person. And it showed the importance of the self-development mechanism in the

professional growth of a person. This level of achievement as a subject of human activity is traditionally the result of productive labor and is assessed by its nature and compliance with requirements.

So, the profession is a source of existence and a means of personal identity for everyone.

The human psyche plays a key role in achieving a professional level. With a little action, we can develop it or, conversely, destroy it. If we encourage people to act in their stead, we can help ensure their professional growth. Because it gives a person an incentive for self development.

To ensure a person's professional growth, the following essential qualities must be taken into account:

1. Formation of subjectivity in personality self-development, that is, an attempt to consciously qualitatively change oneself as the main internal mechanism of personality development. In this case, subjectivity is a qualitative indicator of a person's self-development.

2. Professional self-development is a process of dialectically internally conditioned progressive self-transformation associated with the dynamics of qualitative change, which is expressed in a person's labor activity.

The professional development of a person has an individual result, which is one of the broader forms that traditionally differ from professional experience, that is, knowledge, skills and competencies.

It should be noted that it is impossible to distinguish between personal and professional development of a person in the workplace. Because this is the basic need to maximize the content of a person's labor activity. That is, first of all, to be human, to have self-awareness, to reveal their professional abilities and be able to apply them in practice [1].

The reason why technological and informational changes are occurring in the world today so quickly is that it is impossible to guarantee only well-acquired knowledge in the educational process, their constant and continuous improvement and the effectiveness of subsequent activities. Because in order to reach a professional level, a person needs to constantly update the acquired knowledge and skills in order to be able to analyze the situation during his career, to track changes in legislation and regulations. Only then we will be able to recognize the results of his professional work. However, pedagogical activity, like other professions, has caused a lot of controversy about this.

It is known that the modern education system is characterized by disappointment, lateness, inaction in teaching, adherence to traditional methods and resistance to change.

It should be noted that any innovation important for the education system is very painfully perceived by the environment. That is, the traditional system of advanced training and retraining of higher education teachers cannot provide full-fledged continuous education. Because each of them is obliged to independently support their professional growth and personal development [2].

For the purpose of determination of the priority directions of education system in our country, raisings on qualitatively new level of spiritual and moral and intellectual development of younger generation, implementation in teaching and educational process of innovative forms and training methods according to the Presidential decrees of the Republic of Uzbekistan of September 5, 2018 No. UP-5538 "About Additional Measures for Enhancement of Management System National Education" and on April 29, 2019 No. UP-5712 "About approval of the concept of development of system of national education of the Republic of Uzbekistan till 2030" and also the resolution on January 25, 2021 No. PP-4963 "About measures for support of research activities and implementation of system of continuous professional development in the field of national education":

- ✓ high-quality updating of content of system of life-long education, and also preparation, retraining and advanced training of professional personnel;

- ✓ training of highly educated and qualified specialists capable of professional growth and mobility in the context of informatization of society and development of new scientific technologies;

- ✓ regular updating of all aspects of education and organization of the educational process taking into account modern scientific achievements;

- ✓ creating modern information and communication technologies programs and implementing innovative projects in the field of education;

- ✓ improving teaching methods, gradual application of the principles of individualization in the educational process.

In this regard, the modernization of the education system in Uzbekistan imposes special requirements on the level of qualifications of teachers who are able to create educational programs and textbooks of a new generation, in particular for their continuous professional and personal development.

The task of forming an independent, responsible and socially active personality, capable of successful socialization in society and active adaptation to the labor market, emphasizes the need to constantly educate teachers who have the ability to self-awareness, self-realization, personal and professional growth in determination prospects for their development.

Many scientists note that there are three ways or three possibilities to determine the prospects for the personal and professional development of a teacher. These are: professional adaptation, self-professional development and professional stagnation (crisis of activity or personal decline) [4].

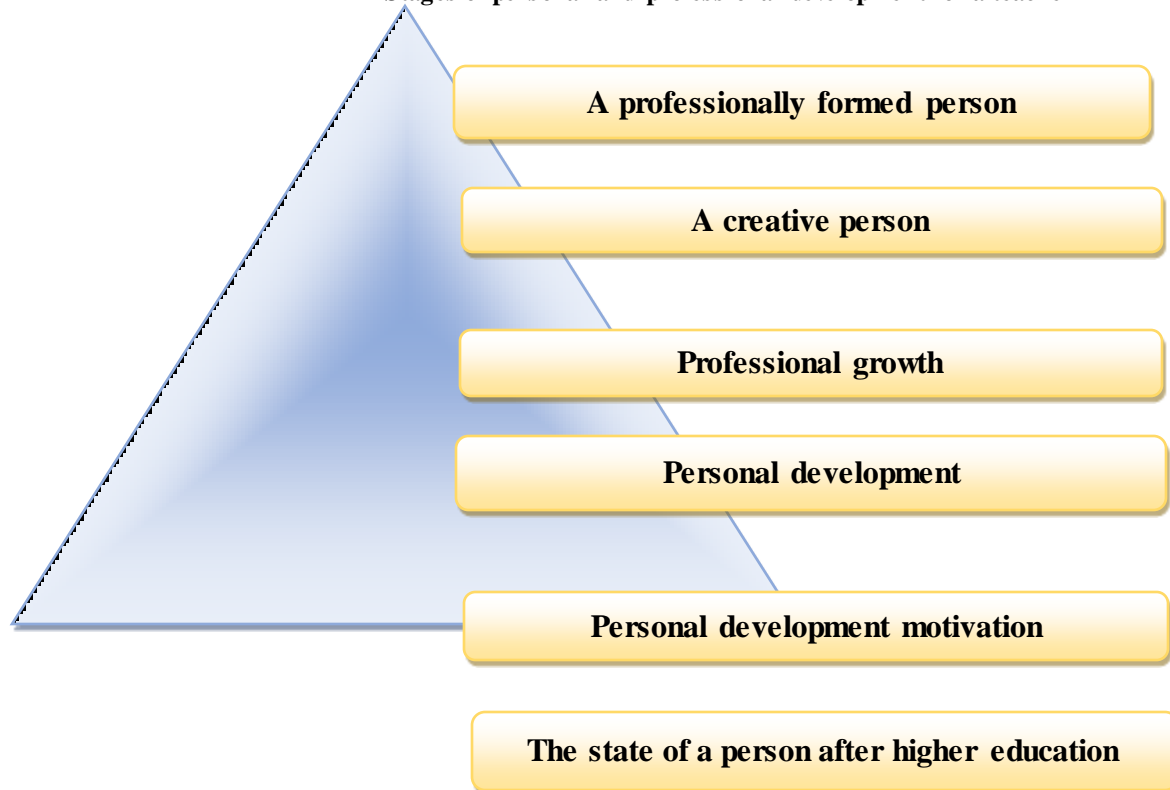
Professional adaptation allows you to adapt to all the requirements of the education system, master all types of activities and role situations. On the other hand, self-professional development allows you to regularly improve, change and, ultimately, fully realize yourself as a professional

According to the famous Russian scientist Vershlovsky, an educator may experience professional stagnation “when he stops in his own development or lives by exploiting stereotypes using old overloads” [2]. As a result, professional activity decreases, ignorance of news increases, and what allows us to remain at the level of demand is completely lost

Personal and professional growth and self-improvement of the entire pedagogical process is one of the factors that ensure the successful work of an educator. Independent acquisition of knowledge is a type of activity that is constantly necessary for the life of a cultured and enlightened person who always accompanies him [4].

So, the personal and professional development of a teacher is a continuous process that affects all pedagogical activity and reveals its personal and professional potential. Of course, the educator's personal interest in self-improvement plays an important role in this. If an educator tries to deepen his professional knowledge and expand his worldview along with self-development, then his personal and professional growth as a professional will be observed.

Stages of personal and professional development of a teacher



The educator cannot be professionally formed and developed without a thorough implementation of the process of independent learning. Here we consider the concept of "independent learning" in two different senses:

- "self-learning", i.e. in the narrow sense - self-study;
- "self-creation", i.e. in the broadest sense - "self-discovery", "building own future".

The second case shows that the concept of "independent learning" serves as a mechanism that transforms the educator into a creative person. Therefore, the concept of "professional growth" can be called "the search for future path."

The broader the theoretically substantiated outlook of the educator, the easier it will be for him to find a form of presentation of the material and the most successful method, and the higher his skill will be.

Research conducted today as a subject of pedagogical professional activity emphasize that its potential is a kind of "internal support" [5]. This allows you to create effective conditions for the implementation of adequate pedagogical activity.

Thus, human potential is a high level of awareness of life and time perspectives; It not only ensures the efficient passage of processes such as determining the path to the future and fulfilling dreams, but also improves on the basis of integrated learning. Also, the constant development of a positive attitude towards himself in a modern educator is the only chance for professional success.

The educator's positive attitude towards himself can be strengthened by the active participation of colleagues in various professional competitions, creative associations and projects of public importance, as well as by achieving public recognition of the results of their work. Thanks to such activities, the teacher will be able to go beyond the framework of specific program activities, expand their special capabilities and receive social confirmation of their abilities and competencies. For this reason,

pedagogical activity today is filled with an innovative educational environment that requires an increase in the level of professional growth and the development of personal abilities as a subject of the educational process.

3. CONCLUSION

The possibility of continuous personal and professional growth of an educator means the development of skills in analysis, assessment, reflection and forecasting of their actions, as well as the ability to make independent choices in times of uncertainty and responsibility for the results of activities. Therefore, the professional responsibility of the teacher contributes to the consistent achievement of goals and the consolidation of an individual development project. It should be borne in mind that the responsibility of the teacher is largely associated not only with the assimilation of personal content, but also with a sense of satisfaction from their work.

In conclusion, professional development on a regular basis is advisable for the educator in order to achieve a professional level.

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