



Article

The Development of Professional Competences of Pedagogical Staff

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Abstract: This article analyzes modern trends in the development of professional competencies of pedagogical personnel. The issues of digitization of the education system, introduction of innovative pedagogical technologies, and improvement of the quality of education based on a competency-based approach are covered. The importance of continuous improvement of the professional skills of teachers, development of creative and critical thinking skills is also emphasized. The results of the study serve to ensure the competitiveness of pedagogical personnel and increase the effectiveness of education.

Keywords: Professional Competence, Teaching Staff, Innovative Technologies, Digital Education, Competency-Based Approach, Continuous Professional Development.

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1. Introduction

The modernization of education systems and the emergence of knowledge-based societies have significantly changed the professional requirements imposed on teachers. In the twenty-first century, educators are expected to act not only as transmitters of knowledge but also as facilitators, mentors, innovators, and researchers. Consequently, the development of professional competences has become a strategic priority for educational institutions and policymakers [1].

Professional competence refers to a combination of knowledge, skills, attitudes, values, and personal qualities that enable teachers to perform their professional duties effectively [2]. The dynamic nature of education requires continuous adaptation to new pedagogical approaches, technological advancements, and societal expectations. Therefore, understanding current trends in competence development is essential for ensuring high-quality education [3].

Global changes in the world education system, the rapid development of digital technologies and the updating of labor market requirements make the improvement of professional competencies of pedagogical personnel one of the important tasks [4]. The quality of modern education is largely determined by the professional skills of the teacher, his ability to apply innovative approaches and effectively organize the educational process. Therefore, the development of professional competencies of pedagogical personnel is one of the priority areas of reforms in the field of education [5].

2. Materials and Methods

In recent years, the competency-based approach has been recognized as one of the main concepts of the education system. This approach serves not only to master knowledge, but also to form the skills of applying it in practice, making independent decisions, solving problems and demonstrating social activity.

The issue of developing professional competencies of pedagogical personnel has been studied by many domestic and foreign scientists. In particular, such scientists as Shulman, Zimnyaya, Khutorskoy, Slastyonin, Markova have developed the theoretical foundations of pedagogical competence. They interpret competence as an integral system of knowledge, skills, qualifications and personal qualities.

International organizations, including UNESCO and OECD, pay special attention to the development of digital literacy, innovative thinking and lifelong learning competencies of teachers. Modern research shows that the digital educational environment plays an important role in the development of teachers' professional competencies.

3. Results

The article uses the methods of analysis, synthesis, comparative analysis and generalization of scientific sources. National and international experiences in the development of professional competencies of teachers were studied and their modern trends were identified [6].

In modern conditions, the development of professional competencies of teachers is based on the following trends:

1. Development of digital competence - The digitalization of the educational process requires teachers to effectively use information and communication technologies. Online platforms, electronic educational resources, virtual laboratories and artificial intelligence technologies require teachers to acquire new professional skills [7]. Digital competence includes the following components: use of digital devices; information search and analysis; ensuring digital security; organization of online education; use of artificial intelligence tools [8].
2. The concept of continuous professional development - Today, the professional activity of a teacher is not limited to graduating from a higher educational institution. A modern teacher must regularly update his knowledge, participate in retraining and advanced training courses. The main forms of continuous professional development: advanced training courses; webinars and online courses; participation in professional communities; independent learning; research activities.
3. Expansion of the competency approach - The competency approach is important in assessing educational outcomes [9]. It assesses not only the teacher's theoretical knowledge, but also his ability to apply it in practice. A modern teacher is required to have the following competencies: professional and pedagogical competence; communicative competence; social competence; research competence; innovative competence; digital competence [10].
4. Development of creativity and innovative activity - Modern education requires teachers who think creatively and can apply innovative approaches. A creative teacher develops independent thinking of students, introduces new technologies into the educational process and contributes to improving the quality of education [11], [12].

4. Discussion

The development of creativity creates the following opportunities: organizing innovative lessons; using problem situations in education; project-based learning; supporting startups and research activities [13].

5. Integration of artificial intelligence technologies - Artificial intelligence is opening up new opportunities in the field of education. Intelligent educational platforms, automated assessment systems and virtual assistants are helping to increase the efficiency of teachers' work [14].

At the same time, it is important to develop digital culture and critical thinking skills in teachers for the effective use of artificial intelligence.

The development of professional competencies of teaching staff is one of the strategic tasks of the modern education system. Digital transformation, competency-based approach, continuous professional development, creativity and the introduction of artificial intelligence technologies are the main trends in this process [15].

5. Conclusion

The results of the study show that the professional competence of teachers. Systematic development of teachers' skills is an important factor in improving the quality and efficiency of education, training competitive personnel, and creating an innovative educational environment. Therefore, improving modern mechanisms aimed at supporting the professional development of teachers remains an urgent task.

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