

## PROBLEMS OF TRAINING AND TRAINING OF PEDAGOGICAL PERSONNEL IN THE PRESCHOOL EDUCATION SYSTEM

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**Annotatsiya:** Maktabgacha ta'lim tizimida pedagog kadrlar tayyorlash va ularning malakasini oshirish muammolari zamonaviy ta'lim tizimining eng dolzarb masalalaridan biridir. Ushbu soha bolalarning dastlabki ta'limini tashkil etishda muhim rol o'ynaydi, chunki maktabgacha yoshdagi bolalar ta'lim jarayonining sifatli tashkil etilishi ularning keyingi ta'lim bosqichlaridagi muvaffaqiyatlariga bevosita ta'sir ko'rsatadi. Shu sababli, pedagog kadrlarning malakasi va ularning tayyorlanish jarayoni maktabgacha ta'lim sifatini belgilovchi asosiy omillardan hisoblanadi.

**Kalit so'zlar:** maktabgacha ta'lim, o'quv dasturlari pedagogik texnologiyalar, zamonaviy yondashuvlar, bilim, ko'nikma.

**Аннотация:** Проблемы подготовки и повышения квалификации педагогических кадров в системе дошкольного образования являются одними из самых актуальных вопросов современной системы образования. Это направление играет важную роль в организации дошкольного образования, поскольку качество образовательного процесса дошкольников напрямую влияет на их успешность на последующих ступенях обучения. Поэтому квалификация педагогических кадров и процесс их подготовки являются одними из основных факторов, определяющих качество дошкольного образования.

**Ключевые слова:** дошкольное образование, учебная программа, педагогические технологии, современные подходы, знания, умения.

**Abstract:** The problems of training and improving the skills of pedagogical personnel in the preschool education system are one of the most urgent issues of the modern education system. This area plays an important role in the organization of early childhood education, since the quality of the educational process of preschool children directly affects their success in subsequent stages of education. Therefore, the qualifications of pedagogical personnel and the process of their training are among the main factors determining the quality of preschool education.

**Keywords:** preschool education, curriculum, pedagogical technologies, modern approaches, knowledge, skills.

### INTRODUCTION

In the process of training pedagogical personnel, first of all, the material and technical base of educational institutions and the modernity of educational programs are important. Educators operating in preschool education should be deeply aware of

the features of psychological and physical development of children, as well as constantly improving pedagogical approaches. However, in practice, many educators are not sufficiently trained, their knowledge and skills do not meet the requirements of modern education. This in turn leads to a decrease in the quality of Education.

### **MATERIALS AND METHODS**

Another of the existing problems in the training of pedagogical personnel is the incompatibility of the personnel training system with practice. Many curricula focus more on theory, while practical skills are not sufficiently developed. Therefore, new educators face many challenges in their activities when they are hired. This situation makes it difficult for educators to adapt to work and further increases the need to improve their skills. There are also many drawbacks to the qualification system. Courses and seminars organized to improve the skills of educators, while often rich in theory, are not effective enough in practical terms. Also, in the process of professional development, the individual needs of educators and their areas of activity are not taken into account. This reduces the effectiveness of training and prevents the professional development of personnel. [1]

### **RESULTS AND DISCUSSIONS**

The lack of use of modern technologies in training and training of pedagogical personnel in the preschool education system is also an important problem. Information and communication technologies make it possible to make the educational process more interactive and effective. However, many educators are not able to apply these technologies sufficiently in their activities. This leads to a decrease in their professional qualifications and challenges in providing quality education to children. The effectiveness of the control and evaluation system of the educational process is also important in the training of pedagogical personnel. In many educational institutions today, educators ' knowledge and skills are not regularly evaluated or the assessment system is not clear and fair enough. This condition reduces the motivation of educators to work on themselves and negatively affects their professional development. Also important are the issues of social protection and material stimulation of educators. The wages of educators working in the field of preschool education often do not correspond to their professional labor. This can cause qualified personnel to leave the industry. Therefore, it is necessary to improve the material and social status of educators, improve the system of their stimulation.[2]

In the training of pedagogical personnel, it is important to constantly update educational programs, introduce modern pedagogical approaches and technologies. This, in turn, should be done by conducting scientific research in the field of education and putting them into practice. It is necessary to strengthen cooperation between educational institutions and research centers, develop programs aimed at improving the professional qualifications of educators.[3]

In the professional development of educators, their commitment to self-development is important. Therefore, it is necessary to create systems that encourage educators to regularly update their knowledge and skills. Mentoring, advanced training courses, seminars and trainings occupy an important place within these systems. The role of the state policy and legislative base in solving the problems of training and professional development of pedagogical personnel in the preschool education system is great. It is important to carry out effective policy in the field of education, to improve the laws regarding the training of qualified personnel and their professional development, as well as to introduce them into practice. It is necessary to increase the funds allocated by the state to the field of education, create conditions for the professional development of educators.[4]

### **CONCLUSION**

In general, in the preschool education system, the issues of training pedagogical personnel and their professional development are multifaceted and complex. This process depends not only on educational institutions, but also on the state, society and each educator himself. To train qualified and innovative educators who meet modern requirements, an integrated approach is necessary, in this area constant research and improvement should be carried out. Through such an approach, it will be possible to improve the quality of preschool education, ensure the full development of children.

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