

# Development Of Creative Information And Communication Competence Of Directors Of Educational Schools (On The Example Of Training Courses)

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***Abstract: In modern conditions of education development, it is becoming a priority to train specialists with skills of professional and socio-psychological adaptation a changing world. Education is not only a vehicle for the most adequate clarification of the requirements of the new society and market economy, but also a way to achieve goals, form the creative, spiritual needs of the individual. The change in the paradigm of education is accompanied by the process of reorientation of the result of education from the concepts of "preparedness", "Education", "general culture"***

***Keywords: technology, diligent, issue, economy, computer, recognize***

## 1. INTRODUCTION.

As a pedagogical system, its purpose, content, methods and tools are the economic basis and outcome of the activities of its participants: organizers, teachers, listeners and institutions. Since professional development is a separate system of continuing education and public education, it is necessary to properly organize the educational process based on the above features. First and foremost, professional development is adult education. Therefore, the specialist should take into account the psychological and pedagogical characteristics of adults. Nowadays, in most cases, the training of school teachers in the institutes and centers of in-service training is the defining education in in-service training without a methodological basis. In addition, the learning process does not take into account the interests of the audience and the level of relative preparation. At the same time, the training and education of the audience is neglected. As a result, the learning process in the in-service training system is vague, mediocre, and not focused on a specific individual. Professional development is characterized by the specificity of teaching as adult education. Improving the system of training in the field of information technology is one of the important conditions for the successful implementation of the strategy "Digital Uzbekistan - 2030", the development of digital technologies and their widespread introduction into everyday life. The measures taken to increase the efficiency of the system of vocational training and retraining in the field of information technology provide a solid foundation for the provision of government agencies

and industry organizations with qualified IT specialists. In particular, a school named after Muhammad al-Khwarizmi specializing in in-depth teaching of information and communication technologies and a number of branches of foreign universities are being established, and digital technology training centers are being gradually established in districts and cities. At the same time, the shortage of qualified personnel in the labor market of the country requires the improvement of curricula and methods in the field of information technology, strengthening the interaction of educational institutions with IT companies. Raising the level of training in information technology to a qualitatively new level, meeting the demand of the labor market for qualified IT specialists, as well as the Action Strategy for the five priority areas of development of the Republic of Uzbekistan in 2017-2021 "Science, The Year of Enlightenment and the Development of the Digital Economy. At the end of the twentieth century, humanity faced a number of problems, which are directly related to significant changes in the field of information and telecommunications, in particular, the rapid development of information technology. New means of information and communication began to enter various spheres of education and production. The development of the global computer network has opened up new avenues for improving the education system around the world. First, the drastic changes in the technical equipment of educational institutions, the opening of wide access to secular information resources have led to the need to use new forms and methods of teaching. The introduction of modern information and communication technologies in the educational process has led to the creation of a new form of teaching - distance learning, in addition to traditional teaching methods. In distance education, the learner and the teacher are in constant communication with each other through spatially separated learning courses, forms of control, electronic communication and other technologies of the Internet. Distance learning based on the use of Internet technology provides access to the global information education network. Distance learning provides an opportunity for all those who want to learn to continuously improve their skills. In the process of such training, the student learns independent teaching materials in an interactive mode, is supervised, carries out control work under the direct guidance of the teacher, and interacts with other "vertical learning group" students in the group will be in communication. Different information and communication technologies are used in distance learning. For example, while traditional print-based teaching aids (textbooks, manuals) are based on introducing students to new material, interactive audio and video conferencing allows them to interact with each other over a period of time. It is designed to provide feedback and feedback, is to send and receive messages. Pre-taped video lectures allow students to listen and watch lectures, while facsimile communication, messages, and the rapid exchange of assignments over the network allow students to teach through feedback. Over the past period, large-scale measures have been taken to further improve the system of continuing education, increase access to quality educational services, and train highly qualified personnel in accordance with the modern requirements of the labor market. At the same time, to create a single and effective system of work with talented young people, to support the initiatives of such young people to realize the talents and potential of the younger generation, to provide textbooks and teaching aids based on the requirements of advanced foreign experience. It is necessary to take additional measures to ensure the publication of manuals, including in

electronic form, as well as the training of highly qualified specialists who can professionally and adequately represent the interests of our country in the international arena is coming. It was noted that it is important to study modern curricula and teaching methods in the world and introduce them in secondary schools of our country. The Ministry of Public Education has been tasked to develop a National Curriculum based on this experience and implement it as a pilot in the educational process from the 2021/2022 academic year. In order to effectively implement the new methodology, all school teachers will be trained via video link with the participation of foreign experts. Most importantly, pedagogical universities and institutes will be involved in these processes, and the methodology of teacher training will be updated. Advanced textbooks in mathematics, physics, chemistry, biology and computer science will also be studied in depth. It was noted that the mayors are personally responsible for economic issues such as repairing, beautifying and heating schools. It is also important to attract graduates who are not able to enter higher education to a particular profession or business. It was noted that it is necessary to develop a rating of each school, and on this basis, a ranking of districts, cities and regions on the quality of education. The rankings are used to evaluate the performance of school principals and deputies, teachers, mayors and their education advisors. School principals in the top five in the ranking will be paid more than the local budget. In particular, school principals and their deputies are paid incentives ranging from 3 to 12 times the minimum wage. In addition, the head and methodologist of the public education department, school principals, and 2 advanced teachers of the schools ranked first and second in the district rankings will be given two weeks of free trips to sanatoriums each year at the expense of trade unions. Dedicated educators are also encouraged in other ways. The meeting focused on the issues of professional development of teachers. Today, teachers are trained every 5 years, and managers every 3 years. But that is not enough for full coverage. This year, all 11,000 school teachers in the Syrdarya region are being covered by pilot training courses. Next year, distance learning will be organized in Bukhara, Samarkand, Fergana regions and Tashkent. Tashkent State Pedagogical University is recognized as a leading university in the country in improving the skills of teachers. The Avloni Institute of Advanced Studies will be a research center for in-depth study of educational issues. It was also noted that the procedure for determining the category of teachers should be radically reconsidered. Of the more than 490,000 teachers working in the public education system today, 4% have higher education and 15% have first category. The current four-stage certification system is still paperless. Therefore, officials were instructed to simplify the classification procedure and move to a two-tier system that would allow teachers to assess their knowledge throughout the year. Another problem is that some schools are not working at full capacity due to the low quality of education and insufficient material and technical base. For example, 32 schools in Tashkent have low enrollment rates. As the country creates more conditions for private educational institutions, it is proposed that next year, as an experiment, low-capacity schools be handed over to potential candidates on a competitive basis. The introduction of modern governance in schools was also discussed. Now the appointment of school principals is done on a competitive basis, in direct agreement with local councils. Each candidate will compete with their school program for the next 3 years and report annually to the board. The main purpose of this is to organize the effective

operation of schools, to eliminate illegal interference in the work of principals and staff turnover. Schools are not only educational, but also educational and spiritual. The head of state stressed the need to involve poets and writers living and working in the regions, and to pay them a monthly salary from the school principal's fund and local budgets. It was noted that it is important to create a healthy competitive environment in higher education and increase coverage, and to establish at least one non-governmental higher education institution in each region. "The issues discussed today require a high level of responsibility and accountability from everyone at all levels, from the school principal to the Prime Minister. It is a powerful source that has not been seen for years, but the result of which will radically change the face of the whole country in the next 10-15 years. " The school principal is the principal head of the school and the leader of the teaching staff. The school principal is aware of everything that is going on at the school. It also analyzes the work and thinks about the outcome. The school principal, who is the leader of the teaching staff, seeks solutions to any problems that arise in the community. The most important part of running a school is overseeing the learning process. Systematic supervision of the student's work by the principal and his / her deputies increases his / her responsibility, helps to further develop the advantages in the work, and helps to gain best practices. Principals and deputies direct and supervise all forms of educational and extracurricular activities with children. The leadership role of the principal in the organizational work is to involve all educators in the management of student and parent teams, to coordinate their efforts with team ideas and work, to involve them in the process of creative activity, effective communication between individual links to create a system to mobilize all the reserves available in any team, to encourage the initiative by all means, to support the spirit of real labor competition, to accumulate moral values, to be able to predict the state of the system as much as possible and to create a model, narration and guidance to members of the general school community on a wide range of important issues of pedagogical activity. All this requires a deep theoretical knowledge of the leader, organizational skills, ability to think broadly, a certain psychological mood in the team to create a comfortable ethical psychological environment. The pedagogical community includes public organizations and governing bodies of the teaching staff, the pedagogical council, methodological associations of teachers and class teachers, the parents' committee. The most important aspect of school management is the control and inspection of educational work, the systematic control of the work of the principal and deputy teachers increases its responsibility. Timely identification and correction of shortcomings of school leaders will help to further develop their job advantages. Advanced experience helps to collect and distribute the collection. In school practice, several forms of school internal control require teachers to have access to lessons, written assignments, classrooms, notebooks, diaries, and the performance of the principal and deputy director of education in a systematic and purposeful manner. The organization and conduct of educational work in the school on the basis of a single plan is an integral part of good governance. Every management team must have a system in place. Because the specific situation and the aggravation of the situation depends on the tasks facing the whole school community. The gradual successful implementation of the national training program in our country largely depends on the work of teachers, raising their professional prestige. Therefore, the upbringing of a healthy, well-

rounded generation depends on the level, readiness and dedication of the educator working in the system of continuing education, his attitude to the work of teaching and educating the younger generation. The teacher fulfills the social mission of the society, so in the training of highly qualified specialists, the teacher must meet certain socio-political, pedagogical and personal requirements. Therefore, the teacher must have faith in the idea of independence, well-developed scientific thinking, professional knowledge, e.g. a deep knowledge of the subject, a master of pedagogical communication, pedagogical-psychological and methodological knowledge and skills. and be able to quickly perceive, study, and evaluate different pedagogical situations. Must be able to choose the most appropriate method and means of pedagogical influence. He must have pedagogical knowledge and skills as he manages the pedagogical process. Only then can the teacher master the essence and dialectic of pedagogical phenomena, the method of pedagogical work, profession and technology, and professional pedagogical skills.

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