# Technology For The Development Of The Teacher's Personal Competence Under The Influence Of The Pedagogical Team

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**Abstract:** This article analyzes the importance of innovative pedagogical technologies and digital platforms in the development of teachers' professional and personal competencies. In particular, the role of the ProfiEduGrow platform in improving teachers' qualifications, studying new pedagogical approaches, and ensuring personal development will be considered. The article emphasizes that by integrating modern technologies into the educational process, it is possible to improve the professional activity of teachers and increase the effectiveness of the pedagogical team.

**Keywords:** ProfiEduGrow, teacher competence, professional development, personal development, innovative technologies, pedagogical approach, digital platform, professional development, interactive education, quality of education.

**Introduction:** The modern education system requires rapid adaptation to a constantly changing social, economic, and technological environment. In such conditions, teachers are required not only traditional knowledge, but also modern competencies such as independent thinking, an innovative approach, flexibility, and collaborative work. It is at this point that the personal competence of the teacher - that is, the system of knowledge, skills, and abilities necessary for the effectiveness of his professional activity - appears as one of the main factors in improving the quality of education. Personal competence includes not only the teacher's ability to apply their professional knowledge,

but also the potential for planning, managing, analyzing, and improving their activities. These aspects play an important role in the professional growth of each teacher, ensuring the stability of the quality of education, and the development strategy of the educational institution. Observations conducted using the example of Fergana State University show that directing the teacher's personal competence within the pedagogical team, in cooperation, gives more effective results than developing it individually.The pedagogical team is not only a platform for the exchange of experience, but also an environment that supports professional growth, promotes new ideas, and implements innovative approaches.[1]

Collective cooperation serves the formation of such important qualities among teachers as mutual trust, exchange of experience, and openness to innovation. This, in turn, contributes to the gradual development of the personal competence of each member, especially young teachers. In such an environment, teachers strengthen their professional confidence and strive for constant growth and change. In this article, the role of the pedagogical team in the development of the teacher's personal competence is analyzed in detail. It also discusses the pedagogical technologies, approaches, and methods necessary for the effective organization of this process. The results obtained within the framework of the study serve as the basis for the development of practical recommendations that serve to increase the potential of teachers in educational institutions. The research conducted on this topic, along with revealing the incomparable role of the pedagogical team in the formation of the teacher's personal competence, contributes to the scientific and theoretical substantiation of this process and the identification of new ways of its practical application.

The main goal of this study is a deep analysis of the role of the pedagogical team in the formation of the teacher's personal competence and the development of scientific and practical approaches based on innovative technologies for the effective organization of this process. Through this goal, the possibilities of establishing the professional development of teachers in educational institutions on a systematic and strategic basis are determined.

**Literature Analysis and Methods**

Analysis of the influence of the pedagogical team on the development of the teacher's personal competence: Within the framework of this task, the content, forms, and pedagogical potential of collective activity are studied. Also, the interrelationships within the team, the culture of cooperation and communication, and how they influence the professional formation of a teacher are determined.

Study of modern technologies that increase the effectiveness of the development of a teacher's personal competence: In this task, the practical results of advanced technologies such as digital educational resources, distance learning tools, methodological support based on mentorship, collaborative learning (collaborative approaches) are analyzed. Also, their integration into teaching activities will be studied.

Development of practical approaches that serve the development of the teacher's professional potential in cooperation with the pedagogical team: At this stage, based on the real experience of existing educational institutions, it is planned to exchange experience between teachers, conduct regular internal trainings, develop a mentor-student system, and propose methods of collective reflection and analysis. From this point of view, it is noteworthy that the practical activities of the ProfiEduGrow platform serve the development of the teacher's personal competence on a collective basis. Through this platform, teachers have the opportunity to constantly update their potential by participating in online trainings, webinars, independent learning modules, and interactive team projects. In particular, the platform's support system based on mentors serves as an important element of pedagogical team development. These proposed approaches are aimed not only at increasing the individual professional potential of the teacher, but also at forming a collective educational environment in the educational institution, creating the basis for their sustainable and consistent development.

As a result, through this research, a concept of using the capabilities of the pedagogical team in a scientifically based and practically effective way will be developed. This, in turn, serves the systematic and sustainable development of personal competencies of teachers.

This scientific research is aimed at determining the role of the pedagogical team in the formation of the teacher's personal competence and the development of technologies that serve to improve this process. In the course of the research, qualitative and quantitative analysis methods were used in harmony, creating the possibility of a comprehensive study of the topic. In order to determine and scientifically substantiate the theoretical foundations of the research, domestic and foreign literature on the activities of the pedagogical team and the development of the teacher's personal competence was widely studied. During the analysis, special attention was paid to the following areas:

- Methodological foundations for the effective organization of collective activities in higher

educational institutions;

- The main components of personal competence are: cognitive, affective, and social skills;
- Innovative pedagogical technologies and their practical application experiences.

The studied literature includes scientific articles, monographs, doctoral and master's dissertations, international reports, and practical recommendations. Based on this analysis, the theoretical foundation of the research was formed.

## Results

As a practical stage of the research, surveys and interviews were conducted with the participation of teachers, members of the pedagogical team, and representatives of the leadership of Profi University in Tashkent, Navoi State University, and Samarkand State University. 300 respondents were involved in the survey. The participants were grouped as follows:

1. 1.40% - experienced teachers with a higher category;

2. 2.35% - teachers of the middle category, carrying out active methodological activities;

3. 3.25% - young specialists who have recently started working.

The questionnaires collected data in the following areas:

- The influence of collective cooperation on the teacher's competence;
- Internal pedagogical environment and its role in professional development;
- Obstacles encountered in the formation of personal competence;
- The advantages of experience sharing and the importance of methodological support.

The interviews were conducted in a semi-structural format, and the participants' personal views, experiences, and feedback on their interaction with the pedagogical team were recorded in written and audio form. Within the framework of the study, direct observation work was carried out at the above-mentioned three higher educational institutions for two months. Through observations, an attempt was made to analyze the real state of the pedagogical process. Data was collected based on the following criteria:

- Teachers' methods of conducting classes and approaches to students;
- The quality of communication between members of the pedagogical team and approaches to cooperation in solving problems;

- Cases of participation in methodological seminars, scientific and practical conferences, and group sessions;
- Application of mentorship, the mentor-student system, and the practice of providing professional consultations.

As a result of the observations, it was clarified to what extent the pedagogical environment has a positive or negative influence on the professional formation of teachers. Especially in institutions with strong internal collective cooperation, it was observed that the personal competence of teachers develops faster and more effectively.

During the study, the influence of the ProfiEduGrow platform on the professional and personal development of teachers was studied. The capabilities and functions offered by the application encourage teachers to constantly grow and improve their knowledge. This platform includes various departments to support not only the professional, but also the personal development of teachers. The results provide the following main directions:

ProfiGrow (Professional Development):

Development programs: Development programs for teachers have been developed for 1 year. These programs provide the necessary tools for teachers to improve their professional qualifications and make their activities more effective.

IT and Language Courses, Book Reading: Teachers have the opportunity to expand their knowledge in the fields of IT and language, as well as strengthen their knowledge by reading books in the field of pedagogy. There are also sub-sections for self-improvement, such as methodological and healthy lifestyle.

Diaries: Teachers can track their progress by recording their achievements and results by posting materials in video or photo formats from the lesson process.

Education Department (Resources):

Resources by subject: In this section, teachers can place a database of literature, methodological manuals, games, and tests by subject. Certificates and points will be awarded, and active users will receive special insignia.

Sections of Exact Sciences and Humanities: Teachers create interactive games and tests for use in the educational process, more effectively checking students' knowledge.

Motivation section (Motivation):

ProfiEduStyle: A seasonal, stylish, and practical clothing design for teachers, as well as clothing for a professional look, is presented. Advice from a stylist and the

opportunity to purchase clothes through the platform.

ProfiEduCinema: A list of motivational and inspiring films and documentaries related to education will be presented. Teachers will have the opportunity to watch films corresponding to the topics of the lesson and then discuss them in the form of a film club.

ProfiEduLife: There are various tips and trainings for teachers to ensure a healthy lifestyle, including stress management, yoga, sports, and healthy eating recommendations.

ProfiEduShop: Provides the opportunity to purchase necessary materials for the lesson, gifts for students, and personal belongings.

ProfiEduTravel: There is an opportunity for teachers to organize excursions to historical sites, universities, and libraries, as well as to exchange experience with teachers from other countries.

Motivational topics: Introduction of motivational sentences, stories and events daily in "Inspiration Corner," as well as monthly competitions called "Teachers' Stars," where articles and interviews about the most active teachers are published.

ProfiEduClub (Social Partnership):

Subject clubs: Various clubs have been organized for teachers, such as reading, sports, singing, and dancing, where they have the opportunity to exchange experience and knowledge.

Online contests: Contests are held among teachers, such as the best lesson plan or creative project.

The ProfiEduGrow platform provides teachers with ample opportunities not only for professional development, but also for personal growth. The application helps teachers improve their knowledge, learn new pedagogical methods, conduct effective lessons, and gain motivation. Through this, teachers can more effectively implement not only their own knowledge, but also the opportunity to work together as part of the pedagogical team.

## Consideration

The importance and effectiveness of the pedagogical team in the development of a teacher's personal competence: The ProfiEduGrow platform makes a great contribution to the development of teachers' personal and professional competencies. This platform provides teachers with the opportunity to gain new knowledge and skills, learn modern pedagogical approaches, and focus on their personal development. The research results show that the courses, methodological materials, and interactive lessons provided by the platform serve as an effective tool for expanding teachers' pedagogical approaches. In

particular, the "ProfiGrow" section provides teachers with the opportunity to work on themselves and monitor professional growth. Through the "My Diary" section, teachers can record their achievements and changes and evaluate their personal growth. This process guides the development of teachers and helps them achieve their goals.

The influence of effective technologies on the professional activity of a teacher: The research results show that modern technologies allow for a more effective organization of the pedagogical activity of teachers. Interactive resources and online courses on the ProfiEduGrow platform help teachers familiarize themselves with new technologies and diversify the learning process. The methodological materials, tests, and games in the "Education" section allow teachers to effectively assess students' knowledge and make the learning process more interesting. At the same time, the "Motivation" section encourages teachers to give new strength and motivation to their activities. This, in turn, increases their pedagogical effectiveness and positively influences the overall educational process. In general, the research results show that the ProfiEduGrow platform provides teachers with the opportunity not only to improve their pedagogical knowledge, but also to support their personal development. By using technological tools and innovative methods, teachers conduct lessons effectively and interactively. This contributes to improving the quality of students' education.

For the effective organization of the activities of the pedagogical team, it is necessary to implement a number of basic strategies. First of all, it is necessary to create systems that encourage teachers to constantly improve their qualifications. It is important to develop special programs for teachers to improve their qualifications, update their pedagogical methods, and prepare them for innovative approaches. In addition, it is necessary to involve teachers in various seminars, trainings, and educational programs, supporting the exchange of experience and the acquisition of knowledge between them. It is also necessary to create opportunities to assess personal growth through tools such as "My Diary" to monitor the development of each teacher and assess changes. This helps to effectively implement the self-assessment process and improve the overall success of the team.

Another important point is the constant encouragement and motivation of teachers. At the same time, it is important to develop healthy competition in the pedagogical team, award for the best work, and pay attention to their activities. It is also necessary to actively use modern technologies, online platforms, and interactive resources to increase the

effectiveness of teachers. These resources help teachers make their lessons more interactive and engaging, as well as expand the learning process for students.

Innovative approaches are of great importance in the development of personal competence of teachers. First of all, it is necessary to introduce modern technologies for teachers, such as online educational platforms and interactive resources. This approach helps update teachers' pedagogical skills and familiarize them with advanced methods. At the same time, these technologies allow teachers to organize their lessons more qualitatively and effectively. Secondly, it is necessary to provide teachers with practical advice on personal development and self-management. For example, organizing trainings on stress management, speech development, time management, and other personal development helps teachers fully realize their potential. It is also important to guide teachers towards goal setting and self-assessment to improve their individual growth. Another innovative approach is to provide practical assistance to teachers in applying new pedagogical methods. This approach allows teachers to master new pedagogical techniques for interactive lessons, project-based learning, and the development of students' creativity. Also, the creation of social platforms that help teachers develop interaction, such as online clubs, competitions and seminars, can be an effective tool for professional development. Thus, innovative approaches allow teachers not only to improve their pedagogical skills, but also their personal development. This, in turn, contributes to improving the quality of the educational process and preparing teachers for constant change.

## Conclusion

The research results showed that the pedagogical team plays a central role in enhancing the teacher's personal competence. The ProfiEduGrow platform provides teachers with various resources to expand their knowledge, update their pedagogical approaches, and support their personal development. Teachers can continuously improve their qualifications and effectively manage their professional growth through the platform. The integration of modern technologies into the educational process allows teachers to make their teaching processes more effective and interactive. On the ProfiEduGrow platform, teachers learn to update their pedagogical methods and effectively apply technologies using various interactive resources, online courses, and methodological materials. This process helps teachers implement innovative approaches in their work. For a more effective organization of the activities of the

pedagogical team, it is important to constantly provide teachers with advanced training programs and develop a system for applying new pedagogical methods. It is necessary to encourage teachers to exchange experiences, develop strategies aimed at increasing the overall effectiveness of the team, monitor their development, and use effective tools to evaluate their results. To support the personal development of teachers, it is necessary to introduce innovative pedagogical technologies and methods. The ProfiEduGrow platform offers teachers the necessary training for improving their pedagogical knowledge, learning project-based teaching methods, and personal development using modern technologies and interactive lessons. In addition, it is important to support teachers in applying self-assessment systems and strengthening social connections through online platforms, clubs, and seminars.

The ProfiEduGrow platform greatly assists teachers in developing their professional and personal competencies by creating innovative resources and interactive opportunities. With the help of this platform, teachers can stimulate professional development, introduce new pedagogical approaches, and integrate modern technologies into the educational process. As a result, the effectiveness of the teaching staff increases, which, in turn, leads to an improvement in the quality of education. The ProfiEduGrow platform supports teachers' professional and personal development by providing them with innovative resources and modern pedagogical tools. This platform allows teachers to update their knowledge, learn new pedagogical approaches and methods, and apply innovative methods in the educational process. As a result, teachers will have powerful tools that encourage them to organize their lessons in a more interactive, innovative, and effective way. The ProfiEduGrow platform will help teachers not only expand their pedagogical knowledge, but also improve their skills in implementing modern technologies in the educational process. Through this, teachers will be able to improve their activities with new approaches. It is also possible to improve the quality of education and increase the effectiveness of students' learning through the application of new pedagogical technologies. The methodological materials, interactive resources, and online courses provided by the platform provide teachers with the opportunity to update their pedagogical approaches and integrate modern technologies into their activities. These processes contribute to the effective organization of the pedagogical activity of teachers and increase the overall effectiveness of the team. It also allows for the development of knowledge exchange and learning

experience among the community, which leads to a significant improvement in the quality of education. The ProfiEduGrow platform provides teachers with opportunities not only to improve their professional knowledge, but also to support their personal development. Teachers help implement strategies aimed at improving the quality of education by studying new pedagogical methods, applying innovative technologies, and organizing their activities more effectively. As a result, it is possible to educate highly qualified, creative-thinking, and effective teachers in society.

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