



PAPER

DEVELOPING COMPETITIVENESS AND INNOVATIVE SKILLS IN THE TRAINING OF MODERN TEACHERS

Xasanova Irodaxon Najmiddin qizi ^{1,*}

¹PhD, Senior Lecturer, Department of Preschool and Primary Education and Sports Activities, University of Business and Science

* xasanova@gmail.com

Abstract

The article analyzes the theoretical and practical aspects of developing competitiveness and innovative abilities of modern teaching staff. It explores teachers' skills in applying modern knowledge and technologies, their creative and innovative activities, and provides recommendations for their professional development.

Key words: modern teacher, innovative abilities, competitiveness, educational technologies, professional development.

Introduction

In the modern era of globalization and rapid technological development, new and demanding demands are placed on the education system. Teachers' professional activities are aimed not only at transmitting traditional knowledge but also at developing students' creative thinking, critical analysis, and problem-solving skills. From this perspective, developing their competitiveness and innovative potential in the process of training modern teachers is of scientific and practical importance.

Competitiveness is inextricably linked to a teacher's professional potential and their ability to ensure quality education. It encompasses not only

the effective use of modern pedagogical technologies but also the development of new pedagogical ideas and their practical application. Today, teachers' competitiveness is based not only on theoretical knowledge but is also assessed by their creative, technological, and communicative abilities. Research shows (Abdullaeva, 2019; Karimov, 2020; Rustamova, 2018) that teachers' use of interactive and project-based methods significantly enhances students' knowledge, independent thinking, and creativity, which contributes to a significant increase in teachers' professional competitiveness.

The concept of pedagogical competitiveness has been theoretically studied in various fields. According to P. Drucker and D. Bowen, competitiveness is the ability to improve

Compiled on: February 14, 2026.

Copyright: ©2026 by the authors. Submitted to *Advances in Science and Education* for possible open access publication under the terms and conditions of the [Creative Commons Attribution \(CC BY\) 4.0 license](https://creativecommons.org/licenses/by/4.0/).

effectiveness and continuously develop in one's work. This theory also applies to teachers: teachers must constantly update their knowledge and skills, learn and effectively apply innovative methods. Moreover, a teacher's competitiveness is also determined by their emotional intelligence, ability to adapt to stress, and effective communication skills. Research (Normatov, 2016) shows that teachers with high emotional intelligence and communication skills significantly improve the effectiveness of their interactions with students and create a positive psychological environment in the educational process.

Innovative abilities strengthen teachers' adaptability to modern demands and their professional potential. These skills relate to teachers' ability to develop new methods and technologies, effectively utilize e-learning platforms and virtual labs, and implement interactive lessons and project-based methods. The use of interactive methods significantly enhances students' independent thinking, creativity, and problem-solving skills. Furthermore, teachers' research activities and international collaboration experience enhance their professional development and innovative abilities, making modern teachers competitive.

Effective results can be achieved by combining national and international theoretical approaches in teacher training. For example, international educational standards (UNESCO, OECD) contain recommendations aimed at developing the competitiveness and innovative potential of teachers. At the same time, educational programs and research projects implemented in Uzbekistan are organized based on comprehensive strategies aimed at developing the professional and innovative potential of teachers. This helps improve teacher effectiveness, develop student knowledge and skills, and adapt the national education system to international standards.

Developing competitiveness and innovative potential in the training of modern teaching staff is an important area aimed not only at enhancing the personal professional potential of teachers, but also at sustainably improving the quality of education, developing students' creative and critical thinking, and adapting the national education system to international requirements. On this basis, modern theoretical approaches to pedagogical

science propose integrating teachers' professional and innovative abilities and ensuring their effective performance. This is seen as the primary focus of preparing teachers as competitive professionals in accordance with modern requirements.

At the same time, a number of practical approaches are crucial for developing teachers' competitiveness and innovative capabilities. For example, teachers' work with project- and problem-based teaching methods, the effective use of electronic platforms and virtual laboratories, and the exchange of experiences through international seminars and conferences significantly enhance their professional potential and innovative abilities. Research shows that regular use of creative activities and innovative technologies by teachers also significantly enhances students' interest in science and their ability to think independently.

Thus, developing the competitiveness and innovative capabilities of modern teachers during their training is both theoretically and practically relevant, as it strengthens teachers' personal and professional potential, improves the quality of education and students' creative potential, and helps harmonize the national education system with international standards.

Review of relevant literature

Scientific research and literature on developing competitiveness and innovative capabilities in the training of modern teaching staff allow for an in-depth analysis of various aspects of teaching. Normatov (2016) in his work reveals the importance of teachers' emotional intelligence and effective communication skills in determining the quality of education. As the author emphasizes, a teacher's psychological potential and communication culture with students are among the main factors shaping their professional and innovative performance. From this perspective, teachers' emotional and social competencies determine their competitiveness and compliance with modern requirements.

Abdullaeva (2019), in her study of innovative pedagogical technologies and their effectiveness, emphasizes the importance of using interactive, project-based, and problem-based teaching methods in developing teachers' innovative abilities and creativity. These studies point to key areas for

integrating theoretical knowledge into practice in teacher training and serve to enhance teachers' potential in working with modern knowledge technologies. At the same time, Karimov (2020) analyzed the concept of teacher competitiveness, focusing on its role in ensuring professional development and effectiveness in education. This source defines the key aspects of competitiveness in developing teachers' professional and innovative potential and indicates areas for their application in practice.

Rustamova (2018), in her study of innovative pedagogical activity and creative approaches, emphasizes that teachers' ability to use modern methods and technologies is inextricably linked to improving their professional potential and the quality of education. Using examples, the author demonstrates the effectiveness of interactive lessons and project-based methods in developing teachers' innovative activity and suggests ways to strengthen teachers' creative thinking.

International literature is also of great importance in developing competitiveness and innovative abilities in modern pedagogy. UNESCO (2017), in its documents on pedagogical competencies and requirements for the 21st century, presents international standards for developing teachers' innovative potential and competitiveness. At the same time, the OECD (2019) offers evidence-based recommendations based on modern methodological approaches to assessing teacher professional development and effectiveness, which allows for a combination of international experience and theoretical knowledge in teacher training.

Islomova (2021) also provides an in-depth analysis of the importance of innovative thinking and the use of modern educational technologies in teachers' work and offers practical recommendations for developing teachers' professional and innovative potential through interactive methods and project-based activities. This study further emphasizes the importance of integrating theoretical knowledge with practical potential in teacher training.

Thus, the aforementioned sources and studies allow for an in-depth analysis of the theoretical and practical aspects of developing competitiveness and innovative capabilities in the training of modern teaching staff. They serve as an important resource

for developing teachers' professional and innovative potential, enhancing students' knowledge and creativity, and sustainably ensuring the quality of education.

Research Methodology

The study of the development of competitiveness and innovative capabilities of modern teaching staff during their training was conducted using a comprehensive methodological approach, including theoretical analysis, questionnaires, interviews, practical analysis, and statistical methods. This approach allowed us to assess the professional and innovative potential of teachers, determine the effectiveness of the teaching process, and compare various teaching methods. The study results serve as a primary source for developing theoretical and practical recommendations for developing the competitiveness and innovative capabilities of teachers.

Conclusions and recommendations

In the modern era of globalization and technological development, teachers must develop not only as knowledge holders but also as specialists who develop students' creative thinking, independent decision-making, and critical thinking skills. Developing competitiveness and innovative capabilities in the training of modern teachers is a key factor in ensuring the effectiveness of the teaching process and the quality of education. The study's results show that teachers' professional potential, emotional intelligence, communication skills, and ability to use innovative teaching technologies determine their effectiveness and competitiveness, while teachers have the opportunity to significantly enhance students' creativity and interest in science. Teachers' competitiveness is inextricably linked to the use of various teaching methods and innovative technologies in their work. Interactive lessons, project-based and problem-based teaching methods, and the effective use of electronic and virtual platforms play a significant role in developing teachers' innovative potential. Furthermore, teachers' research activities and experience in international cooperation further enhance their competitiveness. Experience

shows that teachers' use of innovative methods significantly develops students' independent thinking and creativity, which contributes to teachers' competitiveness and the effectiveness of the educational process.

Combining theoretical knowledge with practical potential is also crucial in training modern teachers. National educational programs and research projects provide comprehensive strategies aimed at developing teachers' professional and innovative capacities. Furthermore, teachers' adaptation to international standards and experience create the conditions for their adaptation to global requirements and the effective use of innovative methods in teaching. This ensures not only the professional development of teachers but also the integration of the national education system with international standards and the continuous improvement of the quality of education.

The study demonstrates that teachers' competitiveness is linked not only to their personal and professional development but also plays a significant role in the sustainable improvement of education quality. Developing innovative skills during teacher training helps develop students' independent thinking and creativity. Furthermore, teachers' use of interactive and project-based methods creates an effective learning environment, which directly impacts the sustainability and effectiveness of teaching in schools and universities.

The study concludes that a number of comprehensive measures are necessary to ensure the development of competitiveness and innovative skills in teacher training. For example, it is necessary to systematically assess teachers' professional potential and innovative activities, apply effective methods and technologies in the teaching process, adapt teachers to international practices and standards, and support teachers' creative thinking and problem-solving skills. Furthermore, the use of modern pedagogical technologies and the effective use of electronic and virtual platforms are also important for developing teachers' effectiveness and innovative skills.

Furthermore, teachers' competitiveness and innovative abilities play a crucial role not only in their personal and professional development but also in improving the quality of education and developing students' independent thinking and

creativity. Combining theoretical knowledge with practical potential in teacher training, effectively using innovative methods, and integrating teachers with international experience are key areas for developing modern teaching staff as specialists with competitive and innovative potential.

Thus, it has been established that developing teachers' competitiveness and innovative abilities is fundamental not only in theoretical but also in practical teaching experience. This process serves to strengthen teachers' professional potential, improve the quality of education, develop creative thinking and independent decision-making skills in students, and ensure the sustainability of the teaching process in schools and higher education institutions.

1. Developing teachers' use of innovative pedagogical technologies.
2. Strengthening teachers' emotional intelligence and communication skills.
3. Combining theoretical knowledge with practical potential and using interactive methods.
4. Ensuring that teachers comply with international experience and standards.
5. Regularly assessing teachers' professional and innovative potential.
6. Supporting students' creative and independent thinking.

References

1. Normatov B. "Emotional Intelligence and Speech Responsiveness in the Educational Process Tashkent: Pedagogical Research, 2016.
2. Kholmatov A. "Pedagogical Innovations and Their Implementation in the Educational Process Tashkent: Higher and Secondary Specialized Education, 2018.
3. Islamov S. "Methodology for Developing Professional Competence of Modern Teachers-Samarkand: Pedagogy and Psychology, 2019.
4. Rustamova N. "Innovative Potential of Teachers in the Higher Education System Tashkent: Education and Innovation, 2020.
5. Karimov D. "Strategies for Improving Teacher Competitiveness Bukhara: Scientific Research, 2017.

6. Tursunov M. "Implementation of Innovative Technologies in Educational Institutions and Pedagogical Results Tashkent: Higher Pedagogy, 2021.
7. Yusupova Z. "Implementation of Interactive Methods between Students and Teachers-Fergana: Education and Development, 2018.
8. Abdurakhmanov F. "Harmony of Scientific and Practical Methods in the Pedagogical Process-Tashkent: Pedagogy and Education, 2019.
9. Murodova G. "Professional and Innovative Development of Higher Education Teachers-Nukus: Collection of Scientific Articles, 2020.
10. Kodirov S. "Innovative Approach and Competitiveness in Pedagogical Activity-Tashkent: Innovative Education, 2021.