



Problems of improving the quality of personnel and improving the qualifications of foreign language teachers

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Annotation. In today's interconnected world, the demand for proficient foreign language teachers is more pronounced than ever before. As globalization continues to dissolve geographical boundaries, the need to communicate effectively across languages becomes increasingly crucial. However, enhancing the quality of personnel and improving the qualifications of foreign language teachers present a myriad of challenges that educational institutions, policymakers, and educators must confront head-on.

Key words: interconnected, educational, recruitment, profession, individuals, challenging, multiple languages, cultural understanding, teaching proficiency.

Annotatsiya. O'zaro bog'langan bugungi dunyoda malakali chet tili o'qituvchilariga bo'lgan talab har qachongidan ham yaqqol namoyon bo'lmoqda. Globallashuv geografik chegaralarni yo'q qilishda davom etar ekan, tillar o'rtasida samarali muloqot qilish zarurati tobora muhim ahamiyat kasb etmoqda. Biroq, kadrlar sifatini oshirish va chet tili o'qituvchilarining malakasini oshirish ta'lim muassasalari, siyosatchilar va pedagoglar oldida turgan ko'plab muammolarni keltirib chiqaradi.

Kalit so'zlar: o'zaro bog'liq, ta'lim, ishga qabul qilish, kasb, shaxslar, qiyin, ko'p tillar, madaniy tushunish, o'qituvchilik mahorati.

Аннотация. В современном взаимосвязанном мире потребность в опытных преподавателях иностранных языков более выражена, чем когда-либо прежде. Поскольку глобализация продолжает растворять географические границы, необходимость эффективного общения на разных языках становится все более важной. Однако повышение качества кадров и повышение квалификации преподавателей иностранных языков представляют собой множество проблем, с которыми образовательные учреждения, политики и преподаватели должны столкнуться лицом к лицу.



Ключевые слова: взаимосвязано, образование, набор персонала, профессия, люди, сложные задачи, несколько языков, культурное понимание, мастерство преподавания.

Efforts to enhance the quality of personnel in educational settings are multifaceted. From recruitment to retention, every stage presents its unique set of challenges. One of the primary hurdles in improving personnel quality lies in recruitment. Despite the allure of teaching as a noble profession, attracting talented individuals to the field of education remains challenging. The allure of higher salaries and perceived prestige in other sectors often diverts potential candidates away from teaching careers.

Moreover, the process of recruiting foreign language teachers comes with its own set of complexities. Fluency in multiple languages, cultural understanding, and teaching proficiency are essential criteria that narrow down the pool of eligible candidates, making recruitment even more arduous.

Even when educational institutions succeed in recruiting competent personnel, retaining them poses another obstacle. Factors such as low salaries, heavy workloads, and limited opportunities for career advancement can lead to high turnover rates among educators.

In the context of foreign language teachers, the challenge is compounded by the demand for native speakers or individuals with advanced language proficiency. Retaining such specialized talent becomes increasingly difficult, especially when competing with other sectors that offer more lucrative compensation packages.

Continuously improving the skills and competencies of personnel is integral to maintaining high educational standards. However, providing effective professional development opportunities is often hindered by budget constraints and time limitations. In the case of foreign language teachers, access to specialized training programs and resources tailored to their linguistic and pedagogical needs is essential. Yet, developing and implementing such programs require significant investment and coordination.

Foreign language teachers play a pivotal role in shaping students' linguistic abilities and cultural awareness. Therefore, enhancing their qualifications is paramount to meeting the evolving demands of language education. A fundamental requirement for foreign language teachers is a strong foundation in pedagogical theory and practice.



Mastery of teaching methodologies, curriculum development, and assessment strategies is crucial for delivering effective language instruction.

However, many educators lack formal training in language teaching methodologies, especially when transitioning from other disciplines or entering the profession through alternative pathways. Bridging this gap requires comprehensive teacher training programs that focus on the unique challenges and methodologies of language instruction.

A cornerstone of effective language teaching is the teacher's linguistic competence. Proficiency in the target language(s) enables educators to model correct pronunciation, grammar, and vocabulary usage, fostering an immersive learning environment for students. Beyond linguistic proficiency, foreign language teachers must possess a deep understanding of the cultures associated with the languages they teach. Cultural competence enhances educators' ability to contextualize language learning, fostering a more holistic and enriching educational experience for students. However, acquiring cultural proficiency requires more than just surface-level knowledge of customs and traditions. It necessitates ongoing engagement with diverse cultural perspectives, self-reflection, and sensitivity to intercultural dynamics—a process that requires time, effort, and institutional support.

Navigating Solutions: Towards Effective Personnel Quality Enhancement and Teacher Qualification Improvement

Addressing the challenges of enhancing personnel quality and improving foreign language teacher qualifications requires a multifaceted approach that encompasses systemic reforms, targeted investments, and collaborative efforts across stakeholders. Governments and educational authorities play a pivotal role in shaping policies that support personnel quality enhancement and teacher qualification improvement. This includes initiatives to attract and retain talent through competitive salaries, professional development opportunities, and career advancement pathways.

Moreover, policymakers should prioritize investments in teacher training programs that cater to the specific needs of foreign language educators. By allocating resources to language immersion experiences, cultural exchanges, and pedagogical training, policymakers can empower educators to deliver high-quality language instruction effectively.

Educational institutions must provide robust support systems to facilitate the professional growth of personnel and foreign language teachers. This includes



establishing mentorship programs, fostering collaborative learning communities, and allocating dedicated resources for professional development activities.

Furthermore, institutions should prioritize the integration of technology-enhanced learning tools and digital resources into language instruction. Platforms for virtual language exchange, online language labs, and interactive multimedia materials can complement traditional teaching methods, enriching the learning experience for both educators and students. In an increasingly interconnected world, collaboration among educational institutions, linguistic experts, and cultural organizations is paramount. By fostering international partnerships and exchanges, stakeholders can facilitate knowledge sharing, curriculum development, and best practices dissemination in language education.

Additionally, leveraging digital platforms and virtual networks can facilitate cross-cultural communication and collaboration among educators worldwide. Online forums, webinars, and professional learning communities offer opportunities for educators to connect, exchange ideas, and access resources beyond geographical boundaries. Enhancing the quality of personnel and improving the qualifications of foreign language teachers are imperative endeavors in today's globalized world. By addressing recruitment challenges, providing professional development opportunities, and fostering intercultural understanding, stakeholders can cultivate a cadre of highly skilled educators capable of meeting the diverse linguistic needs of students.

However, achieving these goals requires concerted efforts, collaborative partnerships, and sustained investments in teacher training and support systems. By prioritizing personnel quality enhancement and teacher qualification improvement, societies can empower educators to fulfill their vital role in shaping the next generation of global citizens proficient in foreign languages and culturally competent in an interconnected world.

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