

STRATEGIES FOR DEVELOPING PERSONNEL TRAINING IN THE SPHERE OF CULTURE AND ART BASED ON MODERN EDUCATIONAL TECHNOLOGIES

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Abstract. This thesis analyzes the strategic directions of developing the personnel training system in the sphere of culture and art based on modern pedagogical and digital technologies. At the same time, the significance of introducing innovative and creative approaches in sectoral education, particularly project-based learning, the modular system, distance education, and simulation technologies, is substantiated. The article comprehensively highlights the regulatory and legal foundations of the Regional Center for Retraining and Professional Development of Pedagogical Personnel under the Uzbekistan State Institute of Arts and Culture, the quantitative and qualitative indicators of its activities during the academic year, and the scientific potential of the faculty members.

Keywords: Culture and art, modern educational technologies, digitalization, distance education, creative approach, professional development, regional center, scientific potential.

Strategies for developing personnel training in the sphere of culture and art based on modern educational technologies are considered one of the current issues in today's era of globalization. The processes of spiritual development of society, national self-awareness, and preservation of cultural heritage are directly connected to this very field, and innovative approaches play an important role in its development. For this reason, introducing modern pedagogical technologies into the educational system, applying new methods, and effectively utilizing digital opportunities are viewed as priority tasks.

Personnel training in the direction of culture and art possesses its own unique characteristics. In this process, not only theoretical knowledge but also practical skills, creative thinking, aesthetic taste, and an individual approach play an important role. Therefore, along with traditional forms of education, interactive methods, project-based learning, the modular system, and the competency-based approach are being

widely applied. These methods encourage students to be active, develop independent thinking, and bring out their creative potential. Digitalization process is gaining special importance as one of the most significant aspects of modern educational technologies. Today, as a result of the rapid development of information and communication technologies, the educational system has fundamentally changed and risen to a new level¹. Along with traditional teaching methods, digital tools have begun to be widely used, which has made the knowledge-sharing process more effective, interesting, and interactive. Education is no longer limited only to the classroom, but has transformed into a system that can be carried out anywhere and at any time through the global network.

As a result of the digitalization process, various platforms, online courses, virtual laboratories, and multimedia tools have been widely introduced in educational institutions. These tools create new opportunities in organizing the educational process and increase students' interest in acquiring knowledge². Particularly, the presentation of educational materials in visual, audio, and animated forms through interactive platforms significantly enhances the effectiveness of knowledge acquisition. This serves not only to understand theoretical knowledge more deeply but also to develop practical skills.

The introduction of digital technologies in the sphere of culture and art is yielding particularly important results.³ For students studying in this direction, a creative approach, breadth of imagination, and practical experience play a central role. The digital environment creates broad opportunities precisely for developing these aspects. For instance, students studying in the music direction have the opportunity to create various compositions, record, edit, and process audio at a professional level using modern software. This process reduces dependence on traditional studios and increases creative freedom.

Likewise, simulation technologies occupy an important place in the educational process. Through them, students gain the opportunity to test their knowledge and skills in an environment close to real conditions. For example, music performers can learn to work with a virtual orchestra, theater students can practice stage movements, or artists

¹ Djurayeva B. A., Akbarxonova U. A., Abduvohidova U. J. Ta'lim jarayonini raqamlashtirishning zamonaviy tendensiyalari // Образование и наука в XXI веке. – 2025. – №. 62-1 (том 2).

² Sayidova N.S. Pedagogik faoliyatda raqamli kompetensiyalar moduli bo'yicha o'quv-uslubiy majmua. – Buxoro, 2024. – 103 b.

³ Shukurov A, Jumanazarov Z. Madaniyat va san'atda raqamli muhit sinergiyasi // Inter Study. – 2026. – T. 1. – №. 2. – C. 90-101.

can conduct experiments on composition. Such an approach strengthens practical preparation and allows for correcting mistakes in a safe environment.

The distance education system is forming today as one of the most important and promising directions of the modern educational process. Unlike the traditional classroom format, it makes acquiring knowledge independent of spatial and temporal constraints⁴.

As a result of the expansion of digital infrastructure, the acceleration of internet networks, and the development of interactive platforms, the learning process has reached a new stage. Students are now able to access quality knowledge sources from any location. Distance education has opened up great opportunities, particularly for young people living in geographically remote areas or those with limited infrastructure. Previously, problems related to traveling to central cities, finding accommodation, and financial expenses acted as barriers to the education of many talented youths. Now, these limitations have been significantly reduced. Through online learning systems, they have the opportunity to receive a quality education, master various subjects, and develop professional skills even from home.

Another important aspect of distance education is the breadth of knowledge sources. Students can utilize course materials prepared by higher education institutions, training centers, and experienced specialists from different countries. This expands their worldview, allows them to become acquainted with various pedagogical approaches, and serves to help them acquire competitive knowledge. Furthermore, video lessons, e-books, interactive tests, and virtual exercises make the educational process more effective. Learning through online platforms is not limited only to theoretical knowledge, but also helps develop practical skills. For example, a live dialogue is established between the teacher and the student through video conferencing, where Q&A sessions are organized and complex topics are discussed. This creates an environment close to the traditional lesson process. Additionally, the system of electronically completing and checking assignments increases the transparency of the educational process. One of the significant advantages of the distance education system is the opportunity to access the international educational environment.⁵

Young people can participate in open courses organized by leading universities in various countries, listen to lectures by world-renowned professors, and acquire global experience. This positively impacts their professional development and helps them

⁴ Omonov M. I. Ta'lim makoni chegarasiz: masofaviy ta'limning zamonaviy ta'rifi va ahamiyati // Inter education & global study. – 2025. – T. 3. – №. 12. – C. 136-142.

⁵ https://uz.wikipedia.org/wiki/Masofaviy_ta%CA%BCLim.

remain competitive in the modern labor market. Distance education is also gaining significant importance in creative fields. Online workshops, virtual seminars, and masterclasses create great opportunities for students studying in the direction of culture and art. They gain the chance to communicate directly with well-known artists, directors, musicians, and painters, and to learn from their experience. This process serves to develop creative potential. Furthermore, the distance education system allows for efficient time management. Students can schedule lessons according to their own timetables, review materials, and develop independent learning skills. This increases their responsibility and strengthens their ability to make independent decisions.

Developing creative approaches in the educational process is recognized as one of the most important strategic directions of the modern pedagogical system. This issue gains even more relevance, particularly in the sphere of culture and art, as this direction directly relies on creativity, aesthetic perception, and individual thinking.⁶ Therefore, it is important to introduce innovative methods based on free thinking alongside traditional ways in the educational process. The main goal of the creative approach is to form independent thinking skills in students and to develop them not as passive recipients of ready-made knowledge, but as individuals who create new ideas. Such a process unfolds the learner's inner potential and expands their creative capabilities. This is vital in the arts, as each creative work expresses the author's individual view, worldview, and emotions. Open lessons serve as an important tool in developing a creative approach. In such sessions, students gain the opportunity for free discussion, exchanging thoughts, and practical experimentation. The teacher, on the other hand, plays only a guiding role, creating conditions for the student to make independent decisions. This leads not merely to memorizing knowledge, but to deep understanding and analysis.

Laboratory sessions also hold great significance in developing creative thinking. Through them, students gain the opportunity to link theoretical knowledge with practice, conduct various experiments, and analyze their own mistakes. Such processes yield effective results particularly in the fields of music, theater, and visual arts, as every creative activity requires practical trial and exploration. Creative projects, meanwhile, develop students' independent working abilities. Throughout the projects, they go through the stages of posing a problem, finding a solution, making a plan, and presenting the result. This process not only reinforces knowledge but also forms organizational, teamwork, and responsibility skills. In the sphere of art, such an approach gives an impetus to creating new creative products.

⁶ Raxmanova M.Q., Karamov B.K., Sulaymonova M.E. Kreativ pedagogika: darslik. – Chirchiq: Osiyo tur, 2024. – 228 b.

Contests and creative competitions also play an important role in increasing motivation. Students get the chance to test their capabilities, compete with others, and evaluate their own level. Such events strengthen self-confidence in them and awaken a desire to achieve even more flawless results. At the same time, the best works are exhibited and presented to the attention of the general public. The role of the educator is also highly essential in the process of developing a creative approach. They must support the students, respect their opinions, and create a favorable environment for free creativity. The correct direction provided by the teacher increases the efficiency of the creative process and enhances the quality of the final result.

Advancing the qualifications of pedagogical personnel is also one of the main strategic directions. To effectively apply modern technologies, teachers themselves must constantly update their knowledge. For this purpose, it is necessary to organize professional development courses, seminars, and trainings. This serves to increase the quality of education. From this perspective, a comprehensive approach is certainly necessary for the system of training personnel in the sphere of culture and art. Along with professional knowledge, harmony of educational, aesthetic, innovative, and communicative aspects must be ensured. Take, for instance, the Regional Center for Retraining and Professional Development of Pedagogical Personnel, established under the Uzbekistan State Institute of Arts and Culture, which operates on the basis of this harmony. The Regional Center for Retraining and Professional Development of Pedagogical Personnel, established under the institute, operates in accordance with Resolution No. 278 of the Cabinet Ministers of the Republic of Uzbekistan dated September 26, 2012.⁷ The legal status, organizational foundations, and activity criteria of this center are defined within the framework of the model regulation approved by Resolution No. 797 dated September 23, 2019.⁸

The work carried out at the Regional Center for Professional Development in the past academic year is a vivid reflection of this institution's effective performance in increasing educational quality and pedagogical potential. During the academic year, a total of 165 professors and teachers from higher education institutions were admitted to the professional development courses. The forms of education for these attendees were organized in various formats, of which 33 studied directly (in-person), 60 through

⁷ O'zbekiston Respublikasi Vazirlar Mahkamasining "Oliy ta'lim muassasalari pedagog kadrlarini qayta tayyorlash va ularning malakasini oshirish tizimini yanada takomillashtirish chora-tadbirlari to'g'risida"gi 2012-yil 26-sentabr 278-sonli qarori. <https://lex.uz/uz/docs/-2057279>.

⁸ O'zbekiston Respublikasi Vazirlar Mahkamasining "Oliy ta'lim muassasalari rahbar va pedagog kadrlarining malakasini oshirish tizimini yanada takomillashtirish bo'yicha qo'shimcha chora-tadbirlar to'g'risida"gi 2019-yil 23-sentabr 797-sonli qarori. <https://lex.uz/docs/-4526545?ONDATE=24.09.2019%2000>.

distance learning, and 72 in an alternative format. As a result, among the total attendees, 141 successfully completed the course, while 24 participants were unable to complete it.

It should be noted that in order to organize high-quality training sessions during the professional development process, a total of 9 experienced professors, teachers, and leading specialists in the field were actively involved. Their scientific potential is high, comprising 1 Doctor of Science (11%), 2 Professors (22%), and 6 Associate Professors (dotsent) (67%), which makes up 100 percent of the total scientific degrees. At the same time, 22 percent of the educators—namely 2 specialists—have undergone professional development abroad, which demonstrates the center's potential in developing international scientific cooperation.⁹

Such a scientific and practical harmony significantly increases the quality of the professional development process. Attendees gain the opportunity to become acquainted not only with local experience but also with international educational trends. This expands their professional competence, forms a new perspective on pedagogical activity, and helps introduce innovative approaches into practice. Generally speaking, the participation of professors, teachers with high scientific potential, and specialists with foreign experience in the professional development system serves as an important factor in increasing the quality of education. This process ensures the professional growth of pedagogical personnel, strengthens their adaptability to modern educational requirements, and creates a foundation for the wide introduction of innovative approaches in the field.

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