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CURRENT PROBLEMS OF ORGANIZING THE PROCESS OF CONTINUOUS TRAINING OF TRAINERS IN SPORTS

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Abstract: The article discusses the specifics of the system of professional development, the role of independent education in the postgraduate activities of coaches in sports and its effective methods, the topical issues of the organization of continuous training in sports schools.

Keywords: education, personnel, knowledge, skills, abilities, physical education, sports, coach, educator, advanced pedagogical technologies, reforms in physical education and sports.

Introduction

Article 13 of the new Law of the Republic of Uzbekistan “On Education” states that “Professional development provides deepening and updating of professional knowledge, skills and abilities, serves to increase the category, level, rank and position of personnel” [1]. Professional development, along with the deepening and updating of professional knowledge and skills of specialists, eliminates the existing shortcomings in their professional training.

Professional development consists of acquainting each employee with the latest scientific achievements in their field, the latest innovations in the field, improving professional knowledge, skills and competencies, learning from colleagues and foreign best practices, mastering their effective use in the pedagogical process [7]. One of the important tasks of the system of continuous training is to eliminate the existing shortcomings in the professional training of personnel by improving their skills and organizing their work, equipping them with modern theories, innovations and educational technologies.

During the years of independence, such important issues as the promotion of physical culture and sports in our country, the inculcation of a healthy lifestyle in the minds of the younger generation, further strengthening

the country's position in the world community have been identified as one of the priorities of state policy.

It is known that the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated August 14, 2018 No 658 “On further improving the activities of the Center for Scientific and Methodological Support, Retraining and Advanced Training of Physical Culture and Sports under the Ministry of Physical Culture and Sports of the Republic of Uzbekistan”. According to the “Regulations on the procedure for scientific and methodological support, retraining and advanced training of specialists in physical culture and sports” approved by this resolution, the positions held by specialists in physical culture and sports, continuous improvement of professional and pedagogical skills in their specialty or teaching modules (disciplines), their advanced pedagogical and information technologies, as well as the provision of materials and scientific and educational literature to specialists in physical culture and sports, the purpose of scientific and methodological support, retraining and advanced training is the regular updating of professional knowledge, skills and abilities in innovative teaching methods [6].

According to the current procedure, specialists in physical culture and sports must be trained at least once every five years.

Observations show that coaches in most sports operating in sports education institutions today are limited to getting acquainted with the reforms and innovations in the field only during the training courses once every five years. The analysis shows that the specialists of physical culture and sports working in sports educational institutions are constantly working on themselves, constantly updating their professional knowledge, shows that the timely development of competencies in accordance with the requirements of the present period cannot be carried out only in the process of professional development, which is periodically attended every five years.

Studies show that the professional competence of some sports coaches lags behind modern requirements. This situation means that there are problems that need to be addressed in the development of professional and pedagogical competence of coaches in sports and training of athletes. The seriousness of these problems is that some educators who are not sufficiently prepared to respond to and overcome the changes taking place in the field of physical culture and sports, the fact that athletes and coaches work in sports educational institutions reflects the state of the system of continuous professional development of individuals, modern social requirements for the activities of young athletes and sports that do not adequately meet these requirements. This requires serious attention to the activities of sports coaches at a time when physical culture and sports are becoming more and more necessary for our people.

Approved by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan dated September 23, 2010 No 211 "On further improving the activities of sports schools and the system of financial incentives for coaches and specialists of sports schools", in the "Regulations on sports schools in the Republic of Uzbekistan financed from the state budget of the Republic of Uzbekistan" that: "The main activities of sports schools are extracurricular sports aimed at involving children, adolescents and young people in regular physical culture and sports, organizing

trainings for sports reserve and training of highly skilled athletes, as well as exchange of professional experience among sports training specialists. are educational institutions" [5].

The sports coach of sports schools is a multifaceted specialist who, along with educating the younger generation to be physically healthy and mature, provides them with knowledge, skills, life skills and military training. The responsibilities of sports coaches include: planning, organizing, conducting sports, checking general and special physical fitness, involvement of youth in pedagogical, educational, sports and health-improving activities, as well as selection of talented youth, refereeing in sports competitions, improving their skills and professionalism in organizational work, lectures, etc., sports management activities [8].

Today, most sports coaches working in sports schools are limited to training on a schedule basis and preparing young athletes for competitions. It has become a habit for coaches in some sports to train their students in the same way for many years. The issue of continuous training remains in the background.

In accordance with Article 36 of the Law of the Republic of Uzbekistan "On Physical Culture and Sports", persons with relevant education and professional training are allowed to engage in pedagogical activities in the field of physical culture and sports, including medical physical education, in the manner prescribed by law [2].

It is known from many years of experience that the pedagogical skills of professionals working in the field of sports are enriched as a result of mastering and applying innovations in the field in the process of continuous professional development. As a result of continuous professional development, a sports coach acquires the skills to make a positive impact on young athletes only when he organizes the training process, using new methods as a result of improving his professional knowledge and skills.

Today, the attention paid by the state to physical culture and sports poses new challenges for coaches in all sports. Today, the

coach is able to work on himself, to do research, and to keep the training process up to date, organizing on a scientific basis, participating in scientific-practical conferences with his articles and giving lectures will change his worldview, develop his written and oral speech.

Resolution of the President of the Republic of Uzbekistan dated June 3, 2017 No PP-3031 "On measures for further development of physical culture and mass sports" that: "...scientific and methodological support of training, retraining and advanced training institutions in the field of physical culture and sports, as well as the provision of sports schools with highly qualified coaches and medical staff" [9].

Realization of positive changes in the professional activity and personal qualities of the coach in sports, renewing and deepening professional skills, consistent introduction of the content of advanced training in postgraduate practice, achieving recognition of results by other colleagues, one of the important conditions of the system of continuous training is the timely acquisition of the necessary knowledge and innovations in the field of physical culture and sports, information on reforms in the period up to the next training.

The reasons for the problems in the organization of the process of continuous training of sports coaches can be cited as follows:

1. Lack of demand for independent work of sports coaches in sports schools;
2. Lack of monitoring criteria for the system of continuous improvement of qualification of trainers in sports after the continuous qualification course;
3. In the post-training period in the workplace, even the simplest conditions for coaches to work on themselves are not created.

In order to overcome the above-mentioned problems, the following aspects are of special importance:

- Individual program (work plan) for continuous training of principals, deputy principals, methodologists and coaches working in sports schools on the basis of personal needs and professional needs;

- development and implementation of criteria for monitoring the postgraduate training of directors, deputy principals, methodologists and coaches working in sports schools;

- Provide the necessary conditions for the proper functioning of the "Teacher-student" system and post-training activities.

Children and youth sports schools are one of the out-of-school educational institutions. The coaches working in this sports educational institution are tasked to spend their free time meaningfully through sports, to train reserve athletes. The implementation of these tasks depends primarily on the coach-teacher, the level of formation of his knowledge and professional skills. Indeed, the conscientiousness, intelligence and pedagogical skills of the coach are an important factor in ensuring the future of society [10].

Only if the system of continuous training for sports coaches in sports schools is properly organized and constantly monitored, coaches will expand their knowledge of the sport in which they train in the process of independent training, updates theoretical and practical knowledge in the field of pedagogy, psychology, social sciences, learns best practices and creates his own experience on this basis. In the process of independent training, coaches in sports deepen their professional knowledge, skills and abilities, master the theoretical and practical knowledge of their specialty and the latest innovations in this field.

It should be noted that sports coaches are engaged in independent reading, participation in conferences and events in the process of independent training in their workplaces, learning and applying best practices, engaging in creative activities, scientific research, and participating in experimental trials require them to work tirelessly and skillfully.

The results show that there are some problems in the system of retraining and advanced training of specialists in the field of physical culture and sports. In particular, approved by the Decree of the President of the Republic of Uzbekistan dated January 24, 2020

No PF-5924 “On measures to further improve and popularize physical culture and sports in the Republic of Uzbekistan”. In the “Concept of development of physical culture and sports in the Republic of Uzbekistan until 2025”, in particular, it is noted that “...advanced innovative technologies, methods and scientific achievements of sports in the retraining and advanced training of specialists in the field of physical culture and sports are not introduced” [4]. In order to organize the process of professional development in a qualitative and effective way, it is necessary to further improve the content of curricula and teaching materials, effective and appropriate use of information technology in the organization of theoretical and practical training, scientific and methodological support of specialists in physical culture and sports under the Ministry of Physical Culture and Sports of the Republic of Uzbekistan, it is necessary to solve such tasks as enriching the information and resource centers of the Center for retraining and advanced training and its branches with methodological literature that can meet modern requirements. This shows how important the tasks to be done in the field.

The rapid development of the flow of information requires regular research from the sports coach on his own. At the same time, the trainer must constantly improve his pedagogical and professional skills while preparing for each training session. In particular, the use of modern innovative technologies in the training process requires regular research and mastering of advanced experience with a creative approach.

It is desirable for the coach to have sufficient knowledge in socio-humanitarian, economic and other sciences. The coach, who knows ethics, aesthetics, universal and national values, will be an example of his or her peers, and will gain prestige among athletes, their parents and others [11].

The system of continuous independent professional development of sports trainers of sports educational institutions can be planned as follows:

1. Knowledge of the Constitution and laws of the Republic of Uzbekistan, relevant decisions of the chambers of the Oliy Majlis of the Republic of Uzbekistan;
2. To study the essence and content of the works of the president of the Republic of Uzbekistan, current decrees and resolutions, decisions of the Cabinet of Ministers on physical education and sports;
3. To study the relevant normative documents approved by the decisions and orders of the Ministry of Physical Culture and sports;
4. Regular study of relevant regulations (regulations, guidelines), methodological manuals, innovations in the field of sports education in the national newspapers and magazines, necessary for improving their professional skills;
5. Scientific-methodical provision of specialists in physical education and sports under the Ministry of physical education and sports of the Republic of Uzbekistan, the Center for retraining and professional development and its affiliates establish scientific-methodical cooperation with professors and teachers, study and apply innovations in their specialty;
6. Increase their knowledge in the legal field;
7. To know the importance of the flow of information taking place in their field, to receive information from various sources, including the internet, which is among the media, to express them in a way that they understand young athletes who are their peers, to use them effectively in the training process;
8. Application of theoretical and practical bases of modern information and communication technologies to the process of conducting sports training;
9. To study and practice the work experience of specialists in physical education and sports with advanced experience;
10. Participation in scientific-practical conferences with their articles;
11. Making speeches in the media;
12. Reading newspapers, magazines and art literature on physical education and sports.

Not limited to studying at the training courses, each trainer is constantly studying and applying daily information about his specialty to his activity is a factor that ensures the development of his professional skills.

Today, sports coaches need to be spiritually healthy and able to think broadly, to have a deep knowledge of their national values and traditions, have a deep and thorough knowledge of the chosen specialty, the changes taking place in the social life of society, have a deep understanding of the essence of the ongoing socio-economic reforms, keep abreast of the latest developments in science, technology and information and communication technologies, conduct continuous scientific research and have a logical mind. This plays an important role in improving the pedagogical skills of the coach in sports.

The requirements for each profession are determined by the nature of the profession, the purpose of the content and its position in society. A characteristic feature of the current stage of world development is that while some professions are losing their significance and "dying", in contrast, new professions are being formed and are taking their rightful place in society. If we look at the pedagogical profession in terms of this law, we see a completely different picture. The passage of time does not diminish the status of this profession in society, but rather strengthens its social significance [9].

In short, who can adequately defend the honor of our country in the world sports arenas, such a complex task as training mature athletes who will win the top places in competitions can be performed only by highly qualified specialists in physical education and sports with high qualifications and pedagogical skills. High results do not come automatically. To do this, he has a passion for this profession, that is, to become a real coach for a healthy generation, who has a deep understanding of the requirements of the times, only truly patriotic sports coaches can achieve their socio-political level, consistently implementing their pedagogical skills. And this, in turn, once again proves the necessity not only for deep

knowledge of theoretical and practical knowledge, but also for specialists in physical education and sports, possessing great human qualities, carefully mastered their work, armed with high pedagogical skills and modern technologies.

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