

TEACHER'S PERSONAL COMPETENCY

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ABSTRACT

Teacher's personal competency is a set of skills, knowledge, and theoretical foundations that play a significant role in the professional activities of teachers within the modern education system. This article analyzes the content, importance, developmental mechanisms, and impact of teacher's personal competency on the educational process.

Keywords: technical skills, personal competency, Shulman, Darling-Hammond, Goleman, Hattie, self-development, the role of social networks.

INTRODUCTION

In today's modern world, a teacher's success is based on effectively mastering two essential categories of skills: technical competencies and personal competencies. Technical skills are specific skills and factual knowledge unique to a particular job. On the other hand, personal competencies are crucial skills widely applicable across nearly all professions; they create a foundation that allows an individual to effectively utilize technical skills. Key personal competencies include active listening, adaptability to new situations, empathy, cultural sensitivity, a positive attitude toward students, and effective time management. Personal competency fosters students' academic potential, enhances the classroom experience, and significantly influences teacher-student relationships. Unfortunately, in some educational institutions, teacher training and staff development tend to overlook this important aspect. I believe that conducting in-depth research and scientific study of this process would yield considerable effectiveness.

[A teacher's personal competency plays an important role in the educational process. A teacher not only delivers lessons but also engages in activities aimed at enhancing students' personal development and motivation in the learning process. A teacher's competencies are closely linked to their pedagogical skills and professional achievements.]¹

Today, many studies are being conducted on changes in education, the necessity of new pedagogical approaches, and the integration of modern technologies. A teacher's personal competency is a set of skills essential for adapting to these changes and organizing the educational process effectively. It includes not only knowledge and skills but also the teacher's personal qualities, professional ethics, and communication abilities. Additionally, a teacher's emotional intelligence plays a crucial role in

¹ Guskey, T. R., & Gates, S. (1986). "Staff Development: An Organizing Framework". Educational Leadership, 43(3), 30-36.

enhancing students' self-awareness and motivation. Teachers need to lead students, help develop their abilities, and assist them in solving problems in their lessons. Therefore, a modern teacher must be ready for self-development and acquiring new skills in the teaching process. Studying teacher competencies, developing effective educational strategies, and creating training programs for teachers can enhance the quality of education. This article examines teachers' personal competencies, how they impact the educational process, and the role they play in the self-development process.

LITERATURE REVIEW AND METHODS

Teacher's personal competency is a field of research with significant importance in pedagogy and educational theory. In this section, we analyze existing scholarly literature on teacher's competencies, their development, and their role in the educational process. Various researchers have presented different perspectives on teacher personal competencies. [One of these is Shulman's (1987) concept of "Pedagogical Knowledge." According to him, teaching requires not only academic knowledge but also an understanding of students' unique characteristics. This is essential for strengthening relationships and managing the educational process effectively.]²

[Modern approaches related to teachers, such as Darling-Hammond's (2006) research, focus on further developing the personal competencies of the teaching profession. The importance of quality teacher's preparation and interdisciplinary approaches is particularly emphasized in this context.]³

[Among the personal competencies of a teacher, the role of emotional intelligence also holds its place. As Goleman (1995) emphasized, teachers must have the skills to manage their own emotions and understand the emotions of their students. This, in turn, allows for the creation of a positive environment in communication with students.]⁴

[Hattie's (2009) research provides substantial evidence that teacher's personal competencies can be expanded through self-development. Updating one's knowledge and skills makes teachers' pedagogical practices more effective.]⁵

There are several mechanisms for developing teacher's personal competencies:

1. Professional development courses: Teachers can acquire modern pedagogical technologies and methodologies through qualification improvement and professional development courses.
2. Mentoring system: Experienced teachers provide guidance and support to new teachers.

² Shulman, L. S. (1987). "Knowledge and Teaching: Foundations of the New Reform". Harvard Educational Review, 57(1), 1-22.

³ Darling-Hammond, L. (2006). Constructing 21st Century Teacher Education. Journal of Teacher Education, 57(3), 300-314.

⁴ The main topics of Daniel Goleman's book Emotional Intelligence: Why It Can Matter More Than IQ (1995) are defined in chapters 1-7, as well as in Part 1.

⁵ Hattie, J. (2009). "Visible Learning: A Synthesis of Over 800 Meta-Analyses Relating to Achievement". Routledge.

3. Integration with the community: Teachers achieve success in education through collaborative activities.

4. Innovative methods: Teachers improve the educational process by applying innovative methods.

Based on the research conducted to determine the importance of teacher's personal competencies in the educational process and their changing dynamics, the following results can be concluded:

1. The interaction of teacher's competencies:

The studies conducted show that a teacher's pedagogical competencies play an important role not only in delivering knowledge but also in communicating with students and understanding their needs. Teachers' emotional intelligence, alongside pedagogical knowledge, makes the educational process more effective.

2. Improvement in the quality of education:

[Teacher's personal competency directly influences students' academic success. As teachers develop their competencies, students' motivation to learn, participation, and engagement increase. This leads to an improvement in the quality of education.]⁶

3. The importance of self-development:

Teachers achieve success in implementing strategies aimed at updating their knowledge and skills through self-development programs. Activities focused on self-development, such as seminars, training sessions, and the exchange of pedagogical experiences, prepare teachers for new approaches.

4. Communication and collaboration:

The research identified that sincere and open communication among teachers plays a crucial role. Helping each other, sharing experiences, and studying together create an effective learning environment. This, in turn, contributes to the development of students' social skills.

5. New approaches in pedagogical practice:

The results show that teachers can modernize the educational process by enhancing their competencies through the implementation of innovative pedagogical approaches. New teaching methods, such as blended learning and flipped classrooms, serve as effective platforms for developing competencies.

6. The role of social networks:

The role of social networks in enhancing teachers' competencies is also of particular importance. Teachers can share their thoughts, receive new ideas, and observe pedagogical trends through social networks. This, in turn, makes the educational process more effective and helps in the development of personal competencies.

⁶ Saracho, O. N., & Spodek, B. (2007). *Contemporary Perspectives on Play in Early Childhood Education*. Information Age Publishing.

DISCUSSION

The results of this study provide a deeper understanding of the significance of teacher personal competencies in the educational process and their interrelationships. The findings allow for several important conclusions:

1. The necessity of teacher development:

The research shows that teachers constantly require education and training to develop their personal competencies. By updating their knowledge and skills, teachers are able to provide more effective education to students. Mastering information technologies, innovative pedagogical approaches, and modern teaching methodologies helps teachers enhance their level of professionalism.

2. The importance of communication with students:

The emotional intelligence of teachers plays a crucial role in establishing communication with students and adapting to their needs during the educational process. Teachers can create an effective teaching process by managing their own emotions and understanding the emotions of others. These abilities enhance students' motivation and foster an educational environment based on mutual respect.

3. Innovative approaches:

[The new teaching methods mentioned in the study, such as flipping the classroom and blended learning, provide teachers with the opportunity to further enhance their competencies. Through these methods, teachers ensure active participation from students and find effective techniques to overcome initial ignorance.]⁷

4. The impact of social media:

Teachers' use of social media ensures their openness to new ideas and facilitates information exchange among pedagogical experiences. These platforms allow teachers to support each other and share experiences, leading to further professional development. Additionally, social media broadens opportunities for teachers' personal growth.

5. Teacher's interdependence:

It is crucial for teachers to learn from and collaborate with one another to enhance their competencies. Open and sincere communication among teachers, along with the sharing of experiences, improves the educational environment and directly impacts student success. Enhancing the quality of teaching teams and fostering collaborative work contribute to a more effective educational process.

⁷ Addison, S. (2011). "Personal Competence for Teachers: The New "Mileu". In "Teaching in a Diverse Context" (pp. 50-66). Nova Science Publishers.

CONCLUSION

This study aimed to identify the role and significance of teachers' personal competencies in the educational process. The results indicate that teachers play a vital role in enhancing the quality of education by developing their competencies. Continuous learning, alignment with new pedagogical approaches, and the ability to provide quality instruction enable teachers to create a more effective learning environment. The study also highlights that communication and collaboration among teachers can yield positive outcomes for students in the educational process. Using social media provides teachers with opportunities to share experiences and foster self-development.

In conclusion, enhancing and developing teachers' personal competencies contributes not only to their professional activities but also to improving the quality of the educational system. Conducting further in-depth research and developing strategies to support teachers offer potential for strengthening and modernizing the educational process.

This, in turn, helps improve students' academic success and prepares them to adapt to future changes in the education system.

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