

REFORMS ON TEACHERS' RAISING QUALIFICATIONS IN KAZAKHSTAN

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Abstract. The article deals with the current stage of education reform in Kazakhstan, and it is associated with the system of teachers' training. "Teacher - the heart of school," - said the famous Kazakh educator of the nineteenth century I. Altynsarin. Teacher - a key figure in the reform of secondary education. The future of the society and country depend on teacher's training and professionalism. Much attention is paid on the ideal and modern school teacher, discloses the problem of teachers' training and direction of systemic reforms and teachers' training in Kazakhstan, the expected results of the reforms in this sphere.

Keywords: teacher, education, teacher training, additional education

Introduction

Kazakhstan inherited from the Soviet time, an extensive system of teachers' training. Time of the birth of independence and the economic crisis was aimed at saving teachers' training institutes in Almaty and regions. The strategic goal is to become one of the 50 most competitive countries in the world set a goal of competitiveness of education as a strategic resource of the country (NA Nazarbayev, Address to the People of Kazakhstan, 2006). In this regard, a new period of reform of secondary education, aimed at the transition to 12-year secondary education in line with global trends. The current stage in 2011, transforming the training system in line with the paradigm of "education for life» (lifelong learning - LLL) and the new tasks 12-year secondary education.

Purpose of the article - to reveal the features of the transformation of professional development of teachers in Kazakhstan in line with global trends, identify strengths and weaknesses of the continuing education of teachers in Kazakhstan.

The new ideal of Teachers

For the educational system of the Republic of Kazakhstan last two years, there have been a remarkable variety of events: launched a new state program of education development for 2011 - 2020 years, has passed the first Teachers' Forum in Kazakhstan. But the main difference between all the events connected with the

educational system of the republic, is a purposeful work to enhance the prestige of the teaching profession. Now for the first time in many years teacher becomes a key figure in the modernization of Kazakhstan's education. The main difference between this approach is that the emphasis is not simply to increase the salary, and teachers' professional skills. It is clear that the prestige of the teaching profession can not only increase the salary increase, although, of course, this is an important motivating factor. First of all, the status of the teacher is determined by its intellectual, professional level, his personal qualities, the improvement which should be directed activity of the whole society, the joint activities of all governmental and nongovernmental agencies. It should be noted that the issue of raising the prestige of the teaching profession did not come out of nowhere. The low prestige of the teaching profession in our society clearly stated Hero of Labor, the famous headmaster Ayagyl Mirazova *«the teaching profession today has become the lot of those who could not get any other profession»* (L. Piskorski, 2012).

In which direction we should move, what we need a teacher? It is obvious that today the school needs a teacher, firmly believes in the moral ideals and values of our society, able to independently and creatively to solve professional problems, and realize the personal and social role in training and educating the younger generation of Kazakhstan and be accountable for its results.

Problems of Teacher Training

An important role in solving this problem belongs to the system of training teachers. I must admit that for 10 of the last 15 years the system of training teachers had received little attention. Naturally, over the years has accumulated a number of problems requiring urgent solutions to the current period of modernization of the training.

The first problem - a short-term training courses. In accordance with the Law "On education" teacher should upgrade their qualifications at least 1 time in 5 years of not more than 4 months. At the same time, in fact, in Kazakhstan duration of the course was only 1-2 weeks, which, taking into account the dynamics of formation, it is not enough. This is always said, and teachers themselves, and asked to consider an extension of time training, because in fact, in such a short time, they do not have time to get the proper theoretical and practical knowledge on the new rates.

The second - low pay of teaching staff, which in the institutes of Excellence (COE) at 30-50% less than in public schools, causes the outflow of the faculty in the COE universities.

Third - the weak material and technical basis of all institutions of training, beginning with the Republican.

Fourth - the fragmentation of the Republic of training, lack of uniformity in the types of training institutions, their names, internal structuring, etc.

Thus, the analysis of the training institutes of the republic has shown that the classical model of professional development of teachers not fully meet the require-

ments of the school and the formation of modern society. The effectiveness of continuing education adversely affect its previous stable characteristics: secrecy, the artificial isolation and alienation, the lack of an effective system of assessing the quality of the final result, the lack of choice of individual trajectories of teachers for professional development. All this is not possible to improve upon the proper degree of development of professional competence of teachers, so - to raise the prestige of their profession.

The new system of teacher training

Currently, we have the confidence that the situation in the system of training will change radically. The system of training teachers subjected to a major upgrade, which is directly related to the tasks put forward by the State Program of Development of Education in 2012-2020 years. The objectives of modernization, its paths have been discussed with the participation of workers in the training sessions at the Ministry of Education and Science, held republican meeting on issues of training involving employees of the Ministry of Education and Science, Almaty, Republican seminar-conference in Karaganda and etc. As noted in a statement B.T. Zhumagulov, Minister of Education and Science, the question is "to reformat the system of professional development into a modern multi-level and multi-component system" (Zhumagulov B., 2011).

Now established three basic set of teacher training:

- Centers of Excellence in the teaching of intelligent Nazarbayev schools,
- "National Center of Excellence" Orleu and
- Centers for teacher training at pedagogical institutes.

In the centers of pedagogical skills with Nazarbayev smart schools will be trained teachers, the highest and first categories by assigning the first level of qualification and, accordingly, increase wages by 100 percent.

Transformation of the National Institute and Advanced Training of the educational system of Kazakhstan around the National Centre of Excellence "Orleu"

An important area of modernization is to create a government decree of the republic joint-stock company "National Center of Excellence" Orleu "(NTSPK). He is called "Orleu" is not accidental, because in Kazakh language the word means the ascent, the constant movement forward to the heights of quality and continuity.

The mission of JSC "NTSPK" Orleu "is the systematic training of teachers on the basis of a new unified framework for corporate governance, methodology, world events and Kazakhstan's experience providing high quality education. The introduction of vertical control and new management principles will ensure the availability of professional development for all teachers in Kazakhstan, and eliminate duplication of functions between the center and regions in improving teachers' qualifications. NTSPK "Orleu" will unite the Republican Institute for Management and scientific-pedagogical personnel (Funky CO) and 16 regional

training institutes (PKI) in the regions and cities of Astana and Almaty. This will ensure that all structures NTSPK come to grips with the realization of its main functions - service training of teachers, whose role in ensuring that education is critical, will strengthen the human capacity of institutions and their material-technical base. In general, created a flexible, gradual and continuous professional development system that allows teachers to meet their educational needs and more effectively motivating them to improve their professional level. This will make the system more monolithic skills, put the contents of its activities on a scientific basis, and of course, will help to strengthen the practical component of the educational programs of training, closer to the needs of schools, colleges, vocational schools, etc. Creating a national center is accompanied by the development of new financial instruments aimed at providing quality education, staffing, upgrading of the teaching staff, improvement of management in education and training of highly qualified science teachers. First of all, significantly increased funding for the IPC, in particular, the regional institutions of the national budget. I would like to emphasize that the establishment of a national training center will provide an opportunity to increase salaries of employees of institutions of advanced training in the field, equipped with regional institutions of modern material and technical base, and of course, teachers should ensure that all travel expenses for accommodation, meals, transportation to the location PKI.

Teacher training in JSC "NTSPK" Orleu "will be organized on a new program with certification and assignment of the 2nd and 3rd level of new skills and thus increase wages by 70 and 30 percent, which is a good incentive, and the prospect for future work of the teacher. Thus, the state goes to unprecedented step that connects the teacher training and improvement of the wages paid. Teacher's salary will increase only if it is on the basis of education in training institutions successfully passes all the tests, interviews, pass the self-developed portfolio (developing lessons, practical and laboratory work, assignments to test students' knowledge and control, etc.). To carry out this program highlighted the huge public funds, which, I think it will necessarily be productive, because the money is invested to improve the pedagogical skills of teachers. It is encouraging that the main innovation in the modernization of the training is to increase the duration of the course up to 3 - month on a completely new educational program, which includes the study of such issues as the evaluation system in schools, creative thinking and new approaches in working with gifted children and others in accordance with a 3-month program of courses, written by the teachers of the world famous Cambridge University, a part of lectures and workshops will be to our foreign colleagues. For the successful implementation of this program are currently more than 160 teachers training institutes of the republic listen to lectures at Cambridge University professors Nazarbaev based on the study of the intellectual school of experience. I think that, as noted in the President's

message to the people of Kazakhstan, this work is precisely aimed at extending the experience Nazarbayev University and smart schools in the entire system of Kazakhstan's education in order to "pull up to their level of all educational institutions" (from the message of the President the people of Kazakhstan, in January 2012.) (NA Nazarbayev, 2012). In accordance with the State program the proportion of highly qualified teachers who have the highest and first categories in 2015 should reach 47% and 2020 - 52%. Each year, training courses will be held 73.3 thousand people.

International cooperation

An important condition for the modernization of education is international cooperation and the introduction of foreign practices that will contribute to gain access to the resources provided by international organizations, training and exchange of experience with them. So one of the new business is an active relationship with a number of foreign institutions of excellence and of course, the creation of regional conditions'.

Astana and Almaty Institute of Advanced Studies to examine the experience of 12 years of school and continuing education of leading foreign countries.

There are currently an active relationship with a number of international organizations, the United Kingdom, South Korea, Germany, working in this field. Four-Memorandums of Cooperation with the Russian Academy of Advanced Training Education University Education Management Academy of Pedagogical Sciences of Ukraine, the Academy of Advanced Training of the Republic of Belarus were signed. Now the teacher will be able to improve their professional, intellectual level, not just listening to lectures of foreign experts, but also to go abroad for training and sharing experiences.

New educational programs of additional education

The innovative line of work with teaching staff associated with the introduction of new educational training programs, which cover the most diverse range of problems: the work of teachers in small schools, the introduction of learning information and communication technology, working with gifted children, inclusive education, etc. An effective approach to professional development will provide the right choice of school teachers and teachers of vocational schools theme of the course. All programs except the basic compulsory modules are elective courses where each student according to personal interests and needs can choose a different path of learning. Upgrade is designed to careless structural unity and openness of the system, continuous updating of educational training programs in accordance with the needs of teachers, introduction of innovative technologies. And, most importantly, the system is designed to make training as an important management tool for quality human resources of schools.

The introduction of e-learning today requires the use of IT-technologies, development of a unified educational information environment, telecommunication

networks, education, implementation of e-learning - e-learning, on the conduct and organization of which the state has allocated 184 million tenge or in dollar version - 1.2 million State program provided in 2020 to use e-learning system in 90% of educational organizations. In 2011 a pilot project on e-learning training courses have been eight thousand teachers from all regions of the country. Today, given the large extent of territory of Kazakhstan and the remoteness of rural schools, especially small-size, from the district and regional centers, it is impossible to imagine training without the full implementation of e-learning. E-learning, which are already covered by tens of thousands of teachers of the country. E-learning program covers all categories of teachers at schools, involves electronic documents: a journal, diary, schedule training sessions, personal files of employees of schools and students.

Advantages of the new system of training teachers and Risks

In general, the introduction of a new training system has several advantages: the basic principles of democracy associated with providing equal access to opportunities for professional development of teachers, increase investment in the training system, ensuring the transparency and completeness of the information regarding the educational services provided and, accordingly, increased competition in the system skills, which in turn helps to improve the quality of educational services; activates the motivation of teachers to improve their professional qualifications, etc.

Every year in the country increased the number of private centers or training institutes, which makes it possible to introduce a system of IPC principles of democratization, and therefore the competition, which should be directed at improving the quality of educational services. At the same time, it is necessary to take into account the risks that may occur during the further democratization of the continuing education of the Republic in case of poor regulatory and the right software. For example, non-governmental organizations training, due to unfair information, without having the necessary facilities and teaching staff, can attract a large flow of students and to ensure proper quality of educational services. We remember the story of the appearance of the first private university in Kazakhstan in the 90's, when for the sake of profit, they opened almost a two-bedroom apartment.

In this regard, the successful introduction of a new training system in the country requires the solution of organizational problems associated with the compliance requirements for the provision of educational activities - namely, the availability of fund classroom, dormitory, dining hall, library, permanent teaching staff, developed and approved in due course of training plans and programs, etc.

Conclusion

The entry of Kazakhstan into the world educational space that led to transition to 12-year education, requires teaching the public a new perspective on professional problems and their solutions, initiates innovation, focuses on the person, his inner world, philosophy and ideals. That is why the modern period is

characterized by a growing interest in education as a process of development and identity formation. The major component is student-oriented teacher interaction with students. A special role is given to the spiritual education of the individual, the formation of ideals and values, the formation of human morality. It is planned to further integration of educational factors: school, family and society. And in all these cases, the center is the Master. It is not surprising, as the A. Disterverg "Master, the image of his thoughts - that's what is most important in any training and education." And that is why the current professional development of teachers drawn attention. In 2011 the state budget has received about 2 bln for training teachers in the regions. For the first time in recent years have devoted significant resources to strengthen the material-technical base of regional training institutes.

It behooves us, the staff training system of the republic, to ensure good results in work to improve the teaching skills of teachers of schools of the republic. Because of the work of the teacher depends on the future of the old quarter. French writer and social activist Henri Barbusse said: "The school - a workshop where the idea formed of the younger generation, we must firmly hold it in your hands, if you do not want to let go of the future."

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РЕФОРМИ В ПОВИШАВАНЕТО НА КВАЛИФИКАЦИЯТА НА УЧИТЕЛИТЕ В КАЗАХСТАН

Резюме. Статията разглежда настоящото състояние на образователната реформа в Казахстан, свързана със системата на обучение на учителите. „Учителят – сърцето на училището“, е казал известният казахстански просветител Алтънсарин. Учителят – ключова фигура в реформата на средното образование. Бъдещето на обществото и страната зависи от професионализма и квалификацията на учителя. В статията е обърнато внимание на образа на съвременния преподавател в училище, разкрити са проблемите в обучението на учителите, посоките на реформиране и очакваните резултати от промените в тази сфера.

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