HSR (LONDON),
HOUGHTON STREET REVIEW JOURNAL
ISSN: 2058-5519|Impact factor-15.9
http://houghtonstreetreview.com/index.php/hsr

IMPROVING TEACHERS' PROFESSIONAL SKILLS BASED ON 4K SKILLS

Karimova Gulchekhra Isakovna
Teacher of the Department of Preschool,
Primary, and Special Education Methods at the Namangan Regional

Abstract: This article analyzes the role of 4K skills - creativity, critical thinking, communication, and collaboration - in developing teachers' professional skills. The importance of the 4K model in enhancing the professional competence of educators, applying innovative methods, and improving the quality of education in modern educational conditions is highlighted.

Key words: 4K skills, professional mastery, creativity, critical thinking, communication, cooperation, teacher competence, innovative education.

INTRODUCTION The 21st century sets new requirements for the education system. The sharp increase in information flow, the development of digital technologies, and globalization processes require educators to constantly work on themselves. Now, the teacher's task is not only to impart knowledge but also to develop students' skills in independent thinking, problem-solving, effective communication, and teamwork. From this perspective, the 4K model, which is widely used in international educational practice, is recognized as an important tool for the professional development of educators. This model encompasses the competencies of creativity, critical thinking, communication, and collaboration. These competencies play an important role in modernizing a teacher's professional activity, creating an innovative educational environment, and preparing students for modern life. This is because today's educator acts not only as an informant but also as a leader who manages, directs, and motivates the educational process. For this reason, the issue of forming 4K skills in educators is considered one of the current directions of scientific and pedagogical research. 4K competencies increase a teacher's professional success, a creative educator ensures educational effectiveness, critical thinking improves the quality of pedagogical decisions, communicative competence creates a positive educational environment, and collaboration fosters teamwork. The development of 4K skills directly affects a teacher's professional effectiveness. **Creativity:** A creative educator organizes lessons in engaging and innovative forms. A creative approach increases students' interest in learning and encourages them to participate actively.

Creativity is the ability to create new ideas, make unusual decisions, and take innovative approaches to problems. In pedagogical activity, creativity is manifested in the teacher's organization of an engaging lesson process, the use of non-traditional methods, and the development of students' creative potential. A creative educator strives for innovation, approaches pedagogical situations flexibly, effectively utilizes problem situations, applies innovative technologies, and develops students' independent thinking. Developing creativity enhances the educator's professional flexibility and ensures the effectiveness of educational quality.

Critical thinking: A teacher with critical thinking skills analyzes data, identifies problems, and finds optimal solutions. This improves the quality of the educational process. Critical thinking is the ability to analyze information, compare evidence, draw logical conclusions, and make objective decisions. For an educator, critical thinking is an important factor in professional reflection, solving pedagogical problems, and analyzing the educational process. A critically thinking educator relies on evidence, deeply analyzes problems, is able to abandon stereotypes, conducts objective assessment, and systematically analyzes pedagogical activity. In today's era of high information flow, a teacher's ability to think critically is particularly relevant.

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Communication: Effective communication is an integral part of pedagogical activity. Communicative competence helps a teacher establish effective cooperation with students, colleagues, and parents. Communicative competence represents the teacher's ability to communicate effectively with students, parents, and colleagues. Communication culture is an important component of pedagogical mastery. The main aspects of communicative competence are speech culture, listening skills, empathy, clear expression of thought, and conflictological culture. Effective communication creates a positive psychological environment in the educational process.

Collaboration: Cooperation skills are an important factor in a teacher's active participation in professional communities, experience exchange, and the development of teamwork. Collaboration is the ability to work in collaboration with a team and act together toward a common goal. Collaborative activity plays an important role in modern education.

Analysis shows that the success of a modern educator depends not only on subject knowledge but also on the level of development of 4K competencies. Today, teacher training and retraining programs in many countries are being improved based on these competencies.

The following practical approaches are effective for forming 4K skills in educators:

- organizing debates and discussions;
- using project-based teaching technologies;
- applying case study methods;
- participating in professional community activities;
- using digital educational platforms;
- establishing reflective activities.

These approaches serve the professional growth of teachers and improve the quality of education.

In conclusion improving teachers' professional skills based on 4K skills is one of the urgent tasks of modern education. The development of creativity, critical thinking, communication, and collaborative competencies enhances the innovative activities of educators, contributes to the effective organization of the educational process, and allows for the formation of 21st-century skills in students. In the future, it is advisable to widely implement trainings, masterclasses, and practical seminars based on the 4K model within teacher training and professional development systems.

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