ANALYTICAL REVIEW OF MODERN FORMS AND METHODS OF FORMATION AND DEVELOPMENT OF COMPETENCIES OF FUTURE TEACHERS ON THE BASIS OF INNOVATIVE APPROACH

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Annotation: This article considers the competencies of future teachers as the main problem in the field of personnel training and analyzes modern forms and methods of formation and development of competencies of future teachers. The main aspects, their pros and cons, and what to pay attention to when using each of these aspects to achieve the most effective results are presented, which allows the article to be used as a guide for young researchers to start their research work. The given data were collected as a result of research experiments and many years of experience of both local and foreign specialists at higher educational institutions, as well as at professional development courses for teachers.

Key words: Modern forms, ways of formation and development of competencies, professional development of pedagogical staff, training of future teachers, innovative approach.

Introduction

In modern society, the requirements for qualified personnel are changing rapidly. This is not due to the fact that the market cannot determine "what kind of personnel it needs in the end", but on the contrary, it is due to the frequent addition of extra functions and the emergence of new tasks that a specialist must solve. As a result, modern education is also undergoing significant changes. In this context, the formation and development of competencies of future teachers, which should meet the modern challenges of the educational environment, becomes especially important. Teacher's competencies are not only the basis of his/her professional activity, but also the most important condition for successful realization of the educational process.

Innovative approaches to teaching and education, introduction of digital technologies, project and research activities, as well as the emphasis on the development of critical thinking and the ability to self-education require revision of traditional methods of pedagogical competencies formation. In recent years, pedagogical theory and practice have been actively developing new forms and methods of training future teachers, which are oriented to the needs of modern educational institutions and society as a whole.

This analytical review is aimed at studying modern forms and methods used to form and develop teachers' professional competencies, as well as analyzing innovative approaches in educational practice. An important aspect is the integration of theoretical and practical knowledge, the development of skills in working with information and communication technologies, and the preparation of teachers to perform key tasks in a rapidly changing educational space.

Materials and methods

Below we will consider the main methods of training to achieve effective results in the formation of teachers' competencies, their advantages and disadvantages, as well as key aspects that should be paid attention to when implementing them in the educational process.

1. Innovative teaching methods: The study of innovative teaching methods is aimed at identifying effective approaches that promote active involvement of students and improve learning. An important aspect of this study is the analysis of technologies that help to adapt the educational process to modern requirements and preferences of students. Thus, the introduction of innovative methods in educational practices opens new horizons for quality education and training of future specialists.

Pros:
- Stimulate interest in teachers.
- Can lead to higher levels of engagement.
- Promote creativity and critical thinking.

Cons:
- May require additional training to implement new methods.
- May not always be practical in traditional education systems.

What need to pay attention to:
- How are teachers responding to the innovation?
- What results are students demonstrating?

2. Use of Technology: When using technology in the educational process to build teacher competencies, the following factors should be considered:

Pros:
- Ability to access a variety of resources.
- Facilitates interaction and collaboration among teachers.
- Can increase the effectiveness of teaching.

Cons:
- Not all teachers have the same level of computer literacy.
- Can lead to dependence on technology.

What need to pay attention to:
- How does technology affect the quality of learning?
- What is the readiness of teachers to use technology in their practice?

3. Continuing Professional Development: Research on continuing education and continuing professional development seeks to identify key factors that facilitate effective learning and skills development at all stages of life. Special attention is given to analyzing techniques to keep learners motivated and engaged. As a result, creating a culture of continuous learning becomes essential for the successful realization of a professional's potential, which contributes to the achievement of goals.

Pros:

- Constant updating of knowledge and skills.

- Opportunity to share experience with colleagues.

- Contributes to career development.

Cons:

- May require a significant time commitment.

- Not all training programs can be effective.

What need to pay attention to:

- What learning formats are most effective?

- How do teachers assess the knowledge and skills acquired?

4. Coaching and Mentoring: Research on the phenomenon of coaching and mentoring focuses on identifying the key elements that contribute to the development of individuals' personal and professional potential. An important aspect of this analysis is to understand the techniques that help to establish a productive relationship between mentor and mentee, and to maintain motivation and commitment in the learning and self-development process. Coaching and mentoring play a significant role in building confidence and competence, which in turn contributes to more effective coping with professional challenges.

Pros:

- Individualized approach to competency development.

- Creates a supportive environment.

- Accelerates the process of professional growth.

Cons:

- Need to find a suitable coach or mentor.

- Dependence on personal relationships.

What need to pay attention to:

- What are the outcomes of coaching for teachers?

- How does coaching affect their practice?

5. Practical learning and experience sharing: Research on practical learning and its role in the educational process focuses on identifying methods that promote effective learning through direct application in practice. Experience sharing implies not only between tutor and student, but also between students, such an approach not only enriches the process, but also forms a culture of cooperation and mutual assistance. Analyzing various forms of practical training allows us to identify key

factors contributing to the development of skills necessary for successful professional activity. Thus, the integration of practical elements into educational programs becomes an important step towards improving the quality of learning and developing self-confidence of students.

Pros:

- Opportunity to get real skills in action.

- Strengthens links between teachers and educational institutions.

- Encourages collaborative learning.

Cons:

- May require significant resources to organize.

- Results may not be immediately visible.

What need to pay attention to:

- How do teachers put what they have learned into practice?

- How effective is the sharing of experiences?

Results

As a result of **using innovative teaching methods** in the educational process, students' involvement improves, their motivation and performance level increases. Interactive technologies allow making lessons more dynamic and interesting, which contributes to better learning of the material. It not only develops critical thinking, but also helps to build problem-solving skills. As a result, innovative teaching methods create a more flexible and adaptive educational environment in which students become active participants in the process, which ultimately leads to a qualitative improvement of education in general.

The **using of technology** in the educational process creates a more accessible and diverse learning environment, which allows each student to find a suitable way to absorb information. Technology opens up new opportunities for independent learning and access to educational resources from anywhere in the world.

It allows you to deepen your knowledge at your convenience, while interactive platforms allow you to practice skills in real time, receiving instant feedback. This not only enhances understanding of the material, but also promotes self-discipline and responsibility for one's own learning.

In addition, technology facilitates interaction between students and faculty by creating venues for discussion and collaborative projects. This creates a community where students can support each other and share experiences, which increases engagement. Ultimately, integrating technology into the educational process makes learning more flexible and effective, preparing students for the challenges of the future and providing them with the necessary skills for a successful career.

Teachers, who are actively engaged in their professional development, introduce modern methods and technologies into the teaching process, which makes classes more interactive and attractive for students. This, in turn, contributes to better learning

and increased student motivation. Continuous development also helps teachers to adapt to new challenges and changes in the educational environment. They become more flexible in their teaching approaches and can take into account the individual needs of students, which contributes to an inclusive educational atmosphere.

Thus, **ongoing professional development** in the educational process not only increases the level of education, but also forms a cultural desire for self-improvement among both teachers and students, which is the key to a successful future.

As a result of applying **coaching and mentoring** in the educational process, students' learning outcomes and personal development are significantly improved. Coaching and mentoring create a supportive atmosphere where students can openly discuss their goals, challenges and successes. This helps to build self-confidence and motivation to achieve their goals.

Mentors, with their experience and knowledge, help students navigate the curriculum, set realistic goals and find the best ways to achieve them. Coaching allows students to develop critical thinking, self-reflection and time management skills, which are essential for successful studies and future careers.

In addition, these approaches strengthen the bond between teachers and students, creating a trusting environment. This interaction helps to identify and develop each student's individual talents and strengths. As a result, not only does academic performance improve, but students also develop sustainable skills necessary for personal and professional growth, significantly improving their adaptation to future challenges.

As a result of **practical training and exchange of experience** in the educational process, the quality of material assimilation is significantly improved and practical skills necessary for successful professional activity are formed. Practical training allows students to apply theoretical knowledge in real-life situations, which makes the learning process more meaningful and exciting.

The exchange of experience between students and teachers contributes to the creation of a dynamic educational environment where everyone can contribute and gain new ideas. This collaboration stimulates creative thinking and develops teamwork skills, which is an important aspect of modern professional life.

In addition, experiential learning methods help foster critical thinking by allowing students to analyze the results of their work, identify mistakes and find ways to correct them. This approach promotes a deep understanding of the material and prepares students for real challenges in their future careers.

Discussion

Based on the above-mentioned, we can say that the existing problems require the need to study these topics, despite the work already done. Innovative teaching methods and technologies open new opportunities to increase motivation and

involvement of students, but their implementation requires careful planning and support from teachers.

Continuous professional development is the key to teachers' successful adaptation to the rapidly changing conditions of the educational environment, and coaching and mentoring serve as effective tools for support and professional development. It is important to create an atmosphere of cooperation and exchange of experience that will contribute to the growth of both individual competencies and entire teaching teams.

Thus, the successful realization of these aspects will not only enrich the educational process, but also prepare future specialists for the challenges of the modern world, making them more flexible, innovative and capable of self-development.

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