TECHNOLOGY OF FORMING PRACTICAL COMPETENCES OF FUTURE SOCIAL WORKERS

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Abstract

This article covers the technologies of forming practical competencies of future social workers. The author discusses in detail the importance of a technological approach in social pedagogical activity, the need for algorithmic thinking and the types of technologies in social work. It is emphasized that in order for a social worker's work to be effective, he must thoroughly master such stages as diagnostics, planning, problem solving, control and analysis. The article also scientifically and theoretically substantiates the concept of tolerance and its role in the development of society.

Keywords: Social work, pedagogy, technology, competence, method, methodology, algorithm, tolerance, activity, system, goal, problem, solution, education, intercultural dialogue.

Introduction

The proper and effective implementation of social pedagogical activity requires a technological approach to this process. The main link in any technology is the definition of the final result and its precise achievement. Another advantage of technology is that it can be implemented by another person after special training.

An algorithm is a program for solving tasks, which clearly describes the sequence of actions by which a certain result can be achieved. Social technologies are a system of knowledge about optimal methods of changing and regulating social relations and processes.

According to Uzbek researcher M.Khajieva, tolerance ensures social development by connecting people and nations with different social and religious differences, creating a friendly relationship and environment between them.[1]

Researcher Z.Khusniddinov defines this concept as follows: "tolerance in a general sense means accepting something, a phenomenon, a different opinion and view, regardless of one's own personal understanding, with as much patience and tolerance as possible".[2]

Western scientist G.Eysenck defines tolerance as endurance, compromise, and allowing others to enter into dialogue with the world, as well as freedom and tolerance towards it.[3]

A.Rean distinguishes two types of tolerance:

 - classical (psychophysiological) tolerance, sensual tolerance, which is associated with a decrease in the threshold of sensitivity to various environmental influences;

- dispositional tolerance, which is associated with the formation of a person's specific attitudes, a system of his attitude to reality, and is aimed at the individual's readiness for a certain reaction to the environment.[4]

Social pedagogical technology is one of the ways to achieve a specific social pedagogical goal. It is considered as a description of the stages, methods and means of social pedagogical activity that ensure the achievement of a specific result. According to V. Bespalko, any activity can be either technology or art. Art is based on intuition, and technology is based on science. With the development of social pedagogy as a science, the number of technologized areas of social work activity should increase. Therefore, in each specific situation, a social worker should know:

• setting a social pedagogical goal;
• ways to achieve it;
• characteristics and capabilities of the object;
• characteristics of the place of implementation;
•the possibilities of achieving the goal;
•the forms of implementation.[5]

Thus, the technologization of social processes is inevitable. At the same time, it is impossible to completely technologize social pedagogical activity. For example, the activities of protecting children's rights rely mainly on the legislative framework. In some cases, it is necessary to adapt model algorithms to a specific situation.

The following types of social pedagogical technologies are distinguished:

• Subject-specific technologies are individual or group. Individual technologies include technologies of self-development, self-defense, independent learning. Group technologies can be divided according to age, gender, status, and professional characteristics. For example, for the unemployed, this is employment technology, for people with physical disabilities - labor treatment, etc.;

• Activity technologies. They are aimed at improving social pedagogical work, optimizing the activities of a social worker;

• Environmental technologies (for example, technologies for improving the environment surrounding a person, etc.).

• The technological process is based on an algorithm of actions. In general, they look like this:

• Diagnostic stage.

• Initial situation analysis:

a) determining the degree of difficulty and danger of the situation for the child;

b) determining whether it is included in the list of problems that the social worker must solve;

c) determining the causes;

g) posing the problem;

d) the child's readiness or unwillingness to solve the problem.[6]

Defining (designing) the task of social pedagogical protection; determining one's own ability to provide assistance; planning activities.

Determining methods of social pedagogical protection, helping the child in finding ways to solve the problem.

Analysis of the results of solving the problem, evaluating one's own activities.

Monitoring the child's condition and development. I.G. Zaynishev distinguishes five stages of technological activity:

• **Initial stage.** It involves identifying the problem, assessing it, and identifying the factors that determined its emergence. The social worker uses his intellectual and professional potential.

• **Goal-setting stage.** It describes the goals and objectives of the activities of social work organizers and specialists. Depending on the goal, ways and means of achieving it, additional sources of information are determined.

• **Information processing stage.** It involves collecting and systematizing information, analyzing and summarizing it.

• **Organizational stage.** It involves implementing the established social impact measures within the specified period.

• **Control-analytical stage.** It analyzes the results of the activities of specialists, identifies factors that contribute to the positive solution of social activity tasks, and determines ways to eliminate shortcomings.

In the professional vocabulary of a social worker, the concepts of "method" and "methodology" occupy one of the leading places.

Method is a way to achieve a specific goal, a method of action. Methodology is a set of methods that make it possible to solve typical tasks. It is necessary to determine the ratio of the concepts of "technology" and "methodology". Specifying the goal is important for both technology and methodology. However, in social pedagogical activities, the possibility of clearly defining the goal is often absent, many clarifications are required in the process of work, which lead to a change in the initial idea.

In addition, a social worker has the right to rely on his intuition, which is unacceptable within the framework of a technological approach. Technology is distinguished by its universality. Specialists who have undergone the necessary training can master leading technologies. Supporting a child in a difficult situation is not an easy task. Social workers contact specialists who are able to help the child, social protection services. For this, he must have professional training and sufficient qualifications to conduct educational and upbringing work.

This is called social pedagogical skills. Each teacher is an individual. When talking about the formation of a child's personality, one should not forget about the social worker, because he has a very strong influence on the child. Education and enlightenment are important for the development of tolerance. Society can be further developed by introducing young people to different cultures and values, teaching them the principles of tolerance. Organizing open dialogue between different groups and establishing intercultural exchange will accelerate this process.

Thus, tolerance is a quality necessary for the stability of society. It not only improves relations between people, but also serves to broaden the worldview and develop society. By developing tolerance, each individual and society will achieve a peaceful and prosperous life in the future. From the ideas presented in the article, it can be concluded that technological, methodological and moral training are necessary for a social worker to effectively operate in modern society. This training serves to strengthen their professional competencies. In particular, it is

emphasized the need to systematically solve social problems through a technological approach, to approach each situation based on an algorithm appropriate to each situation. In addition, the development of tolerance is considered an important factor in social stability. Therefore, not only professional knowledge and skills of social workers, but also human qualities, tolerance and openness to intercultural dialogue are of paramount importance.

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