

**About some measures to be taken to improve pre-service and in-service  
educations in Azerbaijan  
(Organizational approach)**

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*In this article the authors share their opinions about some necessary measures to be taken to strengthen the in and pre education services in Azerbaijan.*

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After gaining independence Azerbaijan has started implementing huge changes in a variety of fields. As one of the major areas education has undergone several changes. These reforms encompass adoption of new education law, new educational programs, in other words, curricula and assessment standards.

Since the beginning of 90's years of previous century, though the discussions were made on the reforms in education system, the issues haven't performed systematically or planned on this direction due to absence of reform conception, implementation mechanism. After approval of "Reform Program of Azerbaijan

Republic on education sphere” by great leader in 1999, the reforms started to be implemented purposefully in the whole education system, as well as higher education level. According to the same program, as other phases structural changes were made on education sphere, network of the establishments has been optimized and new specialties have been added in specialist preparation structure.

Later, “Law of Azerbaijan Republic on Education” has been approved by the Decree No. 156, dated September 5, 2009 by the President of the Republic of Azerbaijan. For the purpose of implementing of this Decree, Order No. 247s, dated September 17, 2009 of Cabinet of Ministers’ “Actions plan” has been approved by the Order No. 1084, dated September 25, 2009 of The Ministry of Education. According to the same plan, wide work has been performed on the direction of coordination of the requirements of Law of Azerbaijan Republic “On Education” of legislative base on higher education.

It is quite challenging that the President of the Republic of Azerbaijan has recently issued the Decree “On approval of the National Strategy for the Development of Education in the Republic of Azerbaijan”.

All these measures taken are also focusing to improve the pre-service and in-service education system in Azerbaijan. For example Articles 1.2.5-1.2.7. envisage renovating of the textbooks applied at Azerbaijani schools and bringing them to the new levels of standards.

As we have much centralized education system, all the issues including teaching requirements and standards are determined by the Ministry of Education. This in some cases prevents our education from developing. As professor Hamlet Isaxanli, the Founder of Khazar University states, there should be some kinds of flexibility of teaching standards and freedom in the choice of textbooks and these ought to be allowed.

Since majority of university graduates lack the necessary professional skills in our country special attention should be paid to *boosting internship*. Internship programs can provide a great opportunity for prospective employees to gain experience in their field.

Although a substantial number of new textbooks have been published, there are very few books that provide guidelines for teachers on how to use the newly published textbooks. In order to eliminate this gap, *comprehensive methods and methodology is supposed to be written*.

To our opinion, one of the best practices to make progress in the field of in and pre service education is to *thoroughly study the experience of the countries that have advanced in their education system*. Thus, visiting these countries and making systematic observations, as well as, inviting experts of those countries to Azerbaijan are of great and practical importance.

Furthermore, the latest and *modern equipments are needed to create in all facets of the education system* meeting international standards. So, a great number of

financial resources are to be available to fulfill the above-mentioned and from this view, private organizations should more rigorously be involved in allocating some funding required to enhance the level of our education system.

Another key point is *lack of a wide range of educational research* available. Issues regarding in-service and pre-service are not an exception. A deep study should be made in different levels: teacher-teacher, teacher- learner, teacher- manager

We also need a big number of professional people in the field of all levels of education. *Training teachers and education administrators must be a priority*, as the level of any country's education system largely depends on teachers, administrators and educators. Training those people both in the country and abroad may soon yield the desired result.

With the advent of the 21<sup>st</sup> century life skills and lifelong learning have become as significant factors in education. *Teaching programs should be recompiled* and while doing it special emphasis should be put on life skills. What's more government should require educational bodies to establish their lifelong institutions.

Last but not the least, *educational administration should be decentralized*; autonomy of the educational institutions should be gained and financial support should be provided.