



Article

The Issue of Information System Integration in Evaluating the Results of the Professional Activities of Physical Education Teachers

Bisenbaev Islambek Kaypnazarovich^{*1}

1. Senior Lecturer of the Nukus Branch of the Institute for Retraining and Advanced Training of Specialists in Physical Culture and Sports

* Correspondence: bisenbaevislam@gmail.com

Abstract: The article examines the integration of existing information systems in monitoring and evaluating the results of the professional activities of physical education teachers in general education schools of Uzbekistan. The integration process plays an important role in increasing overall efficiency through effective information exchange and data integration between organizations and public administration systems. The main problems of providing benefits and material incentives based on the results of monitoring and evaluating the results of the professional activities of physical education teachers will be solved by creating a digital platform integrated into existing information systems, minimizing the human factor and increasing its effectiveness, as well as saving resources.

Keywords: Integration, Professional Activity, Digital Technologies, Monitoring, Assessment, Digitalization, Digital Platform, Survey, Motivation, Information Systems, Education System.

Citation: Kaypnazarovich B. I. The Issue of Information System Integration in Evaluating the Results of the Professional Activities of Physical Education Teachers. American Journal of Social and Humanitarian Research 2026, 7(2), 17-21.

Received: 10th Nov 2025

Revised: 10th Dec 2025

Accepted: 20th Jan 2026

Published: 16th Feb 2026



Copyright: © 2026 by the authors. Submitted for open access publication under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>)

1. Introduction

Today, government organizations are implementing various information systems to improve management processes based on the nature of their activities, tasks, and functions. These systems enable the collection, storage, processing, and analysis of diverse data. The Ministry of Preschool and School Education has introduced a unified database for all pedagogical personnel active in general secondary education institutions. Through this system, professional certification processes and the periodicity of awarding positions and qualification categories to educators are maintained and monitored in electronic form. The Ministry of Sports has also launched several information systems, which allow for the monitoring and evaluation of the individual performance results of physical education teachers [1].

In the Republic of Uzbekistan, 33,213 physical education teachers are employed across 10,134 general secondary schools, where more than 6.5 million students are enrolled. The systematic monitoring and evaluation of these educators' professional performance, as well as the fair and appropriate rewarding of their professional achievements, is one of the important and urgent issues in the development of the education system today.

Analysis of Relevant Literature. Currently, the integration of information systems allows for the unification of existing information resources into a single platform across

various sectors, reducing data redundancy and increasing service quality. This ensures significant results in business, public administration, healthcare, and education systems [2].

The integration of information systems is a process that ensures data exchange and interaction between multiple systems. While modern information systems can be independent of each other, their mutual integration is essential for the successful operation of many fields.

The integration of information systems, the unification of information resources into a single platform, and the improvement of service quality have been highlighted in the research of scholars such as R. Sahara, S. Abdullah, M.I. Saputra, J.Z. Razzokov, H.I. Eshankulov, R.B. Murodova, Y. Nuryanti, Y.N. Simorangkir, M. Asbary, Y.A. Ferdiyanto, H. Waruwu, M. Killedar, J. Bamini, K. Praveendas, R.R. Modi, P.K. Parida, P. Agrawal, K. Sahay, and others [3].

In accordance with Resolution No. 355 of the Cabinet of Ministers of the Republic of Uzbekistan dated July 4, 2022, "On measures to further improve the system of retraining and professional development of specialists in physical culture and sports," a system was established to conduct professional development through direct, alternative, independent formats, as well as through internships in research institutions and abroad. In this context, alternative professional development is considered a format equivalent to direct training, where the individual professional results achieved by specialists are verified. The regulations approved by Annex 3 of this resolution introduced a system for evaluating professional performance results (portfolios), including achievements in professional activity, the training of athletes and their successes, educational literature and research work, rationalization proposals, patents, and copyright certificates. In the alternative format, physical education teachers are required to submit documented evidence of their individual professional achievements over the last four years (certified with an original stamp and the signature of the institution head) to the educational institution within three working days from the start of the professional development course. Documents submitted after the deadline are not considered for that specific course. The submitted documents are evaluated by an expert group consisting of professors and field specialists from the institution's attestation commission, and the results are announced within three working days [4].

Resolution No. 823 of the Cabinet of Ministers of the Republic of Uzbekistan dated September 30, 2019, "On improving the procedure for material stimulation of exemplary employees of general secondary educational institutions," was adopted. Based on this resolution, a working group evaluates the performance of pedagogical, psychological, and library staff based on established criteria and determines monthly bonuses to the base tariff rate for those showing high results for the following academic year [5].

Currently, the processes of evaluating the professional performance of physical education teachers—who provide education and health-improvement services to more than 25 percent of the country's population—as well as the awarding of privileges and material incentives based on evaluation results, are not sufficiently digitalized and rely primarily on traditional evaluation mechanisms [6].

2. Methodology

This study was conducted to resolve the main problems in monitoring and evaluating the professional performance of physical education teachers in Uzbekistan's schools, as well as in awarding privileges and material incentives, based on the integration of existing information systems.

1. Object of Research. The existing systems for evaluating the professional performance results of physical education teachers in general secondary schools in Uzbekistan were taken as the object of research.
2. Research Methods. The following scientific methods were used in the study:
 - Questionnaire (Survey): To collect data on existing problems and teachers' opinions regarding the collection, storage, and submission of documents confirming professional performance results [7].
 - Document Analysis: Resolutions of the Cabinet of Ministers of the Republic of Uzbekistan, orders of the Minister of Sports, and normative-legal documents confirming the professional performance results of physical education teachers were studied.
 - Case Observation: Data obtained through the practical observation of the evaluation process of physical education teachers' professional performance were analyzed [8].
3. Research Methodology. The research was conducted both practically and theoretically, based on social survey and pedagogical observation methods.
4. Statistical and Analytical Methods. The obtained data were analyzed using statistical methods—percentage distribution, diagrams, and graphs. Furthermore, the survey results were highlighted based on pedagogical analysis and correlational dependencies, which served to form the scientific basis for optimizing the evaluation of school physical education teachers' professional performance through existing information systems [9].

3. Results and Discussion

In Uzbekistan, specific normative-legal documents have been adopted regarding the evaluation of physical education teachers' professional performance and the provision of subsequent privileges and material incentives. However, in practice, several systemic problems persist in the evaluation process and the awarding of incentives based on these results [10].

Specifically, the evaluation process is not digitalized. Issues related to the collection, storage, and submission of documents confirming professional performance results negatively impact teachers' professional efficiency and their motivation to work. From this perspective, there is a clear necessity to improve the evaluation system for school physical education teachers by developing a digital platform integrated with currently existing information systems.

According to the criteria for evaluating the professional performance of physical education teachers established by Resolution No. 355 of the Cabinet of Ministers (Annex 3), 5 out of 10 items (representing 45 points or less) can be evaluated and monitored using existing information systems. These items include:

- **Qualification Category:** Data regarding teachers' qualification categories can be obtained from the Ministry of Preschool and School Education's unified database for pedagogical personnel (<https://pedagog.uzedu.uz/>) [11].
- **Sports Category:** Information on each participant's sports category can be accessed via the interactive service established by the Ministry of Sports (my.sport.uz) [12].
- **Coaching or Instructor Activity:** Information confirming whether an individual is engaged in coaching or instructor activities during the professional development period can be obtained from the "Unified National Labor System" (my.mehnat.uz) of the Ministry of Poverty Alleviation and Employment.
- **Physical Fitness Level (based on sports trials):** Information regarding the sports categories and fitness results of participants can be obtained through the Ministry of Sports' interactive services (my.sport.uz).

- **Pr2/16/2026 11:51:00 PM Separation of Educational and Methodological Literature:** Data concerning the dissemination of methodological manuals or recommendations can be verified through the teacher's personal account on the *ommalashtirish.uz* platform, managed by the Ministry of Preschool and School Education [13].

Furthermore, 5 out of 9 items (representing 60 points or less) in the evaluation criteria established by Resolution No. 823 of the Cabinet of Ministers can also be monitored using current digital systems:

- **Average Quarterly Grades of Students:** Students' electronic journals are maintained on the "eMaktab" platform, where the average quarterly grades can be determined

Dissemination of Teaching Experience: Teachers can view information regarding the dissemination of their professional experience through their personal accounts on the *ommalashtirish.uz* platform [14].

- **Pedagogical Work Experience:** Data on pedagogical work experience is available in the unified database for pedagogical personnel (<https://pedagog.uzedu.uz/>).
- **Completion of Professional Development Courses:** Teachers who successfully pass the final certification at the Institute for Retraining and Professional Development of Specialists in Physical Culture and Sports (and its branches) can obtain electronic certificates via the *sertifikat.sportedu.uz* platform.
- **Evaluation of Teacher's Qualification Category:** Information on the teacher's qualification status can be retrieved from the unified database for pedagogical personnel (<https://pedagog.uzedu.uz/>) [15].

As part of the study, a total of 238 physical education teachers from various regions of the country participated in a survey. Their gender composition was 75% male and 25% female (Diagram 1). According to the survey results, 57.7% of respondents expressed a very positive opinion regarding the digitalization of the system for evaluating performance and awarding privileges/incentives, 40.3% expressed a positive opinion, and 2% remained indifferent (Diagram 2, Figure 1).

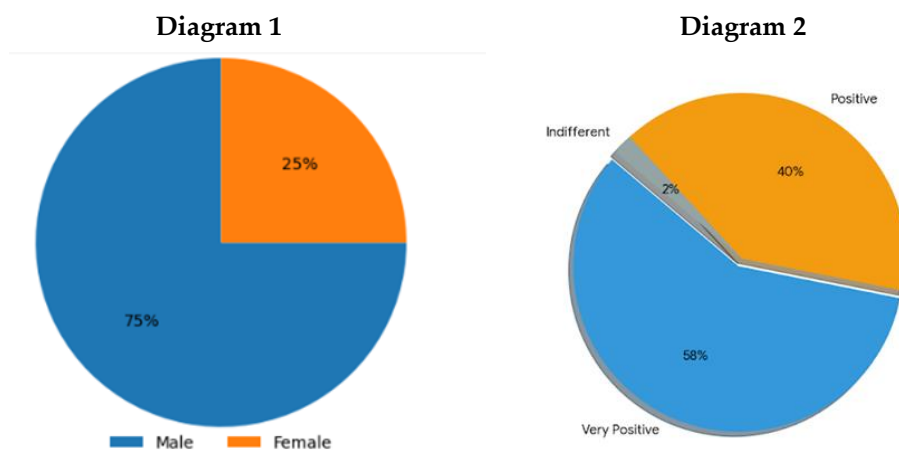


Figure 1. Gender composition of the surveyed physical education teachers and their opinions on the digitalization of the professional performance evaluation system.

4. Conclusion and Recommendations

The results of the conducted research demonstrate that the system for evaluating (monitoring) the professional performance of physical education teachers in Uzbekistan's general secondary schools, as well as the awarding of privileges and material incentives based on these evaluations, requires the establishment of a unified integrated digital platform.

First, an integrated digital platform for evaluating and monitoring the professional performance of physical education teachers will create the capacity to retrieve necessary data directly from the information systems of various government organizations.

Second, it will serve to save teachers' time and financial resources, optimize work processes, and increase overall management efficiency.

Third, the integrated digital platform will assist in ensuring the systematic periodicity of professional development for physical education teachers.

Fourth, it will significantly reduce the human factor and bureaucratic barriers within the assessment process.

In this direction, creating a scientifically grounded model of an integrated digital platform and implementing it into practice will elevate the system for evaluating the professional performance of school physical education teachers to a new level. Consequently, this will increase teachers' motivation and enhance the quality of education.

REFERENCES

- [1] M. Janssen, Y. Charalabidis, and A. Zuiderwijk, "Benefits, adoption barriers and myths of open data and open government," *Inf. Syst. Manag.*, vol. 29, no. 4, pp. 258–268, 2012.
- [2] eMaktab Platform, "eMaktab: Electronic journal and diary system." 2026.
- [3] R. Heeks, "Implementing and Managing eGovernment: An International Text," *SAGE Publ.*, 2006.
- [4] Ministry of Sports of the Republic of Uzbekistan, "Interactive sports services portal." 2026.
- [5] O. Hayitov, "Modern model of professional development in the field of sports: problems and solutions," in *Current Issues in the System of Retraining and Professional Development of Specialists in Physical Culture and Sports*, Fergana, Uzbekistan: Classic Publishing House, 2025.
- [6] J. Razzokov, "Modern solutions for the integration of information systems," *Mod. Sci. Res.*, 2025.
- [7] Ministry of Sports of the Republic of Uzbekistan, "On approval of documents related to the process of retraining and professional development of specialists in physical culture and sports." 2024.
- [8] Cabinet of Ministers of the Republic of Uzbekistan, "On improving the procedure for material stimulation of exemplary employees of general secondary educational institutions." 2019.
- [9] Cabinet of Ministers of the Republic of Uzbekistan, "On measures to further improve the system of retraining and professional development of specialists in physical culture and sports." 2022.
- [10] Ministry of Preschool and School Education of the Republic of Uzbekistan, "Platform for popularization of pedagogical experience." 2026.
- [11] P. Tambe, L. M. Hitt, and E. Brynjolfsson, "The business value of information technology: A synthesis and future directions," *MIS Q.*, vol. 36, no. 4, pp. 1397–1423, 2012.
- [12] W. H. DeLone and E. R. McLean, "The DeLone and McLean model of information systems success: A ten-year update," *J. Manag. Inf. Syst.*, vol. 19, no. 4, pp. 9–30, 2003.
- [13] J. R. Gil-Garcia and T. A. Pardo, "Towards a smart State? Inter-agency collaboration, information integration, and beyond," *Inf. Polity*, vol. 15, pp. 269–280, 2010.
- [14] Ministry of Preschool and School Education of the Republic of Uzbekistan, "Unified database for pedagogical personnel." 2026.
- [15] Ministry of Poverty Alleviation and Employment of the Republic of Uzbekistan, "Unified national labor system." 2026.