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СТАЖИРОВКА КАК ФОРМА ПОВЫШЕНИЯ КВАЛИФИКАЦИИ ПЕДАГОГИЧЕСКИХ И НАУЧНО-ПЕДАГОГИЧЕСКИХ РАБОТНИКОВ*Паламарчук И.И.**кандидат сельскохозяйственных наук, доцент**Матусьяк М.В.**кандидат сельскохозяйственных наук, старший преподаватель**Винницкий национальный аграрный университет**Украина***TRAINING AS A FORM OF QUALIFICATION DEVELOPMENT OF PEDAGOGICAL AND SCIENTIFIC AND PEDAGOGICAL WORKERS***Palamarchuk I.,**candidate of Agricultural Sciences, Associate Professor**Matusyak M.**candidate of Agricultural Sciences, Senior Lecturer**Vinnitsia National Agrarian University**Ukraine***Аннотация**

В статье отражены основные методы преподавания, оценки знаний студентов и обучения в целом, применяемых в высших учебных заведениях Польши, а именно в университете Экономики г. Краков. Определены цели, стажировки как форма повышения квалификации педагогических кадров. Описаны новые и инновационные методы обучения, используемые в высших учебных заведениях разных стран мира, в частности в Соединенных Штатах, Великобритании. Раскрыта суть интерактивной игры «Kahoot», которая дает возможность проводить он-лайн опрос студентов, с целью облегчения их оценки. Применение во время обучения QR-кодов где графически зашифрована определенная информация, ссылки на сайт или отдельную его страницу является усовершенствованием линейных штрих-кодов. Позволяет получить мгновенный доступ к любой информации из сети интернет с помощью смартфонов. С помощью кода преподаватель зашифровывает любую учебную информацию, которая при чтении кода студентом становится ему доступной.

Abstract

The article highlights the main methods of teaching, assessing students' knowledge and teaching in general, which are used in higher education institutions in Poland, namely at the University of Economics in Krakow. The purpose, internship as a form of professional development of teachers is defined. New and innovative teaching methods used in higher education institutions around the world, in particular in the United States and Great Britain, are described. The essence of the interactive game «Kahoot» is revealed, which gives an opportunity to conduct online surveys of students in order to facilitate their assessment.

The use of QR codes during training where certain information is graphically encrypted, a link to a site or a separate page is an improvement of linear bar codes. Allows instant access to any information from the Internet using smartphones. With the help of the code the teacher encrypts any educational information, which when reading the code by the student becomes available to him.

Ключевые слова: повышение квалификации, принципы, методы, учебное заведение, студенты.

Keywords: advanced training, principles, methods, educational institution, students.

Formulation of the problem. Currently, Ukraine is carrying out educational reforms that require an increase in the level of competence, professionalism and other qualities of the teacher, which play an important role in teaching. And higher education is no exception, because the effectiveness of any process largely depends on the staff, professional and worldview prepared for active professionally competent, innovative and creative work in the new conditions: democracy, professional competition, globalization.

From the professional qualification of teachers, first of all, depends on the effectiveness of the formation of a new generation of professionals. A modern high school teacher should focus his activities on the formation of scientific thinking and personal development. In particular, outlining modern approaches to the organization of the educational process, emphasizing

the need in the near future to create conditions for professional development of teachers and research and teaching staff.

Thus, taking into account the new requirements for higher education in the context of reforming society, critical analysis of the quality of pedagogical staff of higher education institutions necessitate a new approach to the organization, structure, content, forms, methods and means of improving teachers' pedagogical skills. Among the main ways to improve the professional skills of teachers of higher education, in our opinion, it is worth highlighting the internship of teachers, including foreign [10].

Analysis of recent research and publications. According to the "Regulations on internships for teachers of higher educational institutions at enterprises, or-

ganizations, research institutions and educational institutions" internships are one of the main forms of professional development of teachers of higher educational institutions. The main purpose of the internship is determined by: the study of pedagogical experience by teachers, acquaintance with the latest achievements of science and technology, technology and prospects for their development; development of educational and methodical materials intended for use in the training of specialists; providing scientific and technical assistance to enterprises, organizations, scientific institutions [1, 10].

Internships for teachers of higher education institutions are based on individual plans, which take into account the specialty of the teacher, indicate the term and program of the internship, it is noted that he must introduce a new one in the university, faculty, department based on internship results. Advanced training solves the problem of meeting the professional and educational needs of specialists of different educational institutions, as well as individuals in improving their professional competence and is divided into pedagogical and subject-professional: pedagogical training is aimed: first, at restructuring the consciousness of teachers, their orientation on new professional thinking, the basis of which is both creativity and personal values; secondly, to solve specific problems of pedagogical workers to master pedagogical skills, skills and abilities of management, design of pedagogical technologies; thirdly, on the development of creative-analytical thinking with axiological orientation; subject-professional professional development is associated with the deepening, improvement and updating of knowledge and skills in the subject.

It is carried out for specialists in the field of new information technologies of training, for teachers of humanities and cultural cycles, for teachers of general technical and special subjects, and also for masters of industrial training. However, in the current conditions of restructuring the education system in Ukraine, not only pedagogical and subject-professional training, but also scientific training is increasingly used.

Hundreds of thousands of people from all over the world go to scientific and industrial internships, conferences, seminars and trainings in different countries of the world every year. It develops cultural and economic ties between states, contributes to the overall scientific and technological progress. In many industrialized countries of Europe, Asia and America, short-term internships for university graduates, young scientists and qualified specialists abroad have become the norm, which further facilitates their employment within the country and develops their professional competence. Such internships are seen as a useful exchange of scientific ideas, research and technological experience. At the same time, research internships abroad help to implement one of the basic principles of modern European educational policy – the mobility of students and teachers. Studying, internships and research work abroad enriches a person's individual experience, gives him the opportunity to learn more about other models of knowledge creation and dissemination, allows him to

expand his network of contacts and communication [10].

Self-education, distance learning, personality of the internship program contribute to the formation of creative individuality, the development of professional creativity of teachers-researchers. It is within the framework of scientific internship that conditions are created not only for one's own research, but also for acquaintance with the experience of organizing educational activities and the peculiarities of the functioning of the educational institution where the internship took place. Also, the internship provides an opportunity to compare the conditions and methods of work in higher education, to adopt the experience of foreign colleagues in the organization of educational, scientific activities, both teachers and students.

Scientific internships abroad, as already mentioned, provide an opportunity to master a foreign language, including Polish. It also gives an opportunity to join the cultural heritage of a country, and at the same time open to the cooperating party our achievements and the specifics of culture, science and art [2, 3, 10].

In today's globalization of education and science, such a form of improving the professional skills of higher education teachers, as an internship, in our opinion, is one of the most effective, because the content, program and its tasks are multi-vector. Conditions are being created for establishing cooperation between pedagogical workers in order to further exchange pedagogical experience. I had the opportunity during the internship, to get acquainted with the teaching methods used at the University of Economics in Poland, culture, architecture, history and art of the city.

Knowledge is a powerful driving force in the development of society. Modern needs of state formation, trends in economic development of society necessitate the solution of a number of problems, including: the formation of the content of vocational training and the organization of the educational process in accordance with the needs of economic and social development of the state based on modern research, extensive use of domestic and foreign experience in the field of vocational training and adult education; implementation of the concept of lifelong learning, which aims to modernize knowledge, enrich the experience of an adult with innovative technologies and achievements of science and technology [4, 10].

Training of pedagogical staff, formation of motivation and creation of conditions for their training and self-development during professional activity; meeting the individual needs of citizens in personal and professional growth, as well as meeting the needs of the state in qualified personnel of high professionalism and culture, able to competently and responsibly perform job functions, introduce the latest technologies, promote further socio-economic development of society [1; 3, 10].

Thus, the internship helps to consolidate the knowledge, skills, abilities needed by the teacher in the process of research, as well as the study of best practices and the acquisition of professional and organizational skills to perform the duties of his or her position.

Summarizing the above, we note that internships are a productive form of adult education, which, based on an individual approach, quickly and fully meets the individual needs of citizens in acquiring certain knowledge, skills, personal and professional growth. Nevertheless, the internship promotes self-realization of the teacher's personality, teaches him, gives him the opportunity to gain valuable best practices for the profession, promotes the development of ties between educational institutions [4].

The peculiarity and value of internship programs for research and teaching staff is determined by the following: 1) the participation of the educational institution, which sends its employee for internship, in the design and / or approval of the educational internship program; 2) high motivation of trainees to master the program; 3) formation and development of basic competencies of trainees on the basis of activity approach with access to specific required universities and research and teaching staff results, such as willingness to develop innovative infrastructure of their institution, implement practical experience in the internship, carry out research activities using new methods, in new areas, etc. [2, 10]; 4) development of contacts in the academic scientific and educational environment.

The purpose of the internship was to improve professional skills through the acquisition of new professional knowledge for research and teaching staff, gaining experience in a European country.

Results and discussion. During the training in the first and second modules we were told about new and innovative teaching methods. In particular, those that are used not only in Poland but also in other countries. In these countries, distance learning, small group learning, and individual lessons with educators and tutors are used during the training.

Educator – an instructor who provides private lessons. Shadow education is the name of private supplementary education offered outside the general education system. In the United States, the term "tutor" is usually associated with someone who provides professional guidance (sometimes within a school, but often on their own) in a particular topic or field.

In British and Irish secondary schools, tutors have the right to be responsible for the form or class of students in a particular group (up to 30 students). They usually work in teams for a year.

In the UK, a tutor deals with a small class of one or just a few students. The teaching system at Oxford and Cambridge is fundamental to the teaching methods at these universities.

Gaterop College (University of London) offers a one-on-one learning system. Classes of six to eight (or even more) students are much more common.

However, at the New College of Humanities, established in 2011, the learning process with individual lessons is an integral part of his teaching method.

In the universities of Australia, New Zealand and South Africa, the tutor teaches in classes of 10-30 students. Such study groups are very similar to the Canadian system.

At St. John's College, the United States, and several other American colleges, the study is conducted in

a group of 12 to 16 students who meet regularly under the guidance of a teacher.

Student groups focus on a specific subject area (eg, math, language group), and usually continue to carefully study selected core texts and work through appropriate exercises.

The internship is based on acquaintance with innovative educational technologies and prospects of their development, with the experience of organizing the educational process in higher education, creating conditions for cooperation of teachers, the purpose of which is further exchange of pedagogical experience [5, 6, 10].

During the internship, programs were mastered that provide an opportunity to test knowledge and assess students. These programs include the interactive game "Kahoot", which allows you to conduct online surveys of students. This program (service) is used to study at the University of Economics. It is not mandatory to use it, but this way of interviewing students gives the opportunity to diversify their learning and interest in learning new material.

In order for a teacher to perform online testing with the help of this service, he must first download this program for any gadget and register in it. Next you need to enter the questions that students will answer. Then, each student needs to download the program and register. A prerequisite for such testing is the availability of an Internet network in the school.

During the scientific and pedagogical internship in Krakow, the interactive game Kahoot, which can be used in teaching as a way to test students' knowledge, was of great interest [7, 8, 10].

Another way to provide students with information is to use QR codes while learning. A QR code is a graphic image that encrypts certain information, links to a site or a separate page. Such graphic labels are an improvement on linear barcodes. However, unlike them, QR-codes allow you to get instant access to any information using smartphones. Using a QR-code, the teacher encrypts any educational information that becomes available to the student when reading the QR-code.

Also, as a result of the internship program, I: got acquainted with the scientific and methodological base of the University of Economics, Institute; analyzed the educational and methodological base of the unit to perform internship tasks, attend lectures by leading teachers on the topic of internships (study of pedagogical experience; got acquainted with the methods of organizing and conducting lectures, seminars and practical classes of leading teachers of the university, who use modern media; got acquainted with the processes of development of modern electronic teaching aids, search on the Internet of open resources in the disciplines of internships, gained new experience in the application of modern information technologies in education; prepared educational and methodological support for internship tasks; conducted excursions to leading institutions and enterprises; received consultations from the head, internship consultant; took part in an international conference [9, 10].

Conclusions and prospects for further research. As a result of an internship at the University of Economics in Krakow, I became acquainted with new methods of teaching and assessing students' knowledge. Therefore, of course, you need to learn from the experience of teaching at the University of Economics in Poland. Of course, in order to raise the level of teaching and the university as a whole, as well as to improve the education system, it is also necessary to make training courses for teachers at our university, as it is introduced in Poland. However, of course, the question arises as to who will conduct these courses. To overcome this problem, it is necessary to conclude agreements with other universities, in particular foreign ones, and to invite them to conduct lectures and exchange experiences.

The program (service) «Kahoot» became interesting for me - it is a great way to encourage students to study the material, because this program can clearly see the rating of students in terms of their knowledge in a particular discipline [6, 10].

No less interesting for me was the experience of using QR-codes. Of course, this method of access to the material is not new and it is used in the school according to the new program in primary schools of Ukraine, in particular in textbooks designed to teach children the new program. However, in higher education institutions, in particular in textbooks, I meet him for the first time at the same time in my teaching activities. Therefore, the application of this method of presenting information to students takes place.

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