

Reforming processes in society determine the need for modernization of innovative education-oriented development.

The modern world is rapidly changing, and even more rapidly obsolete knowledge. Leadership positions today belong to those people, organizations and countries that have the most up-to-date information, know how to get it and use it effectively. New time defines new educational goals. Achievement of the results of education to the needs of all target groups to which the educational industry works, determines the quality of education as a whole.

The modern information society puts the teacher new demands that must be met to ensure effective living and satisfying their professional needs. Such requirements include, first of all, raising the level of education and competence in their and related fields of professional activity; increasing professional creativity and mobility, ability to make optimal decisions and constantly updating professional competencies both in the field of their scientific interests and in other areas of professional activity.

This objectively requires new approaches to the training of teachers with a high level of professionalism and creative activity in pedagogical activities. Therefore, the determining factor in the characterization of a modern college teacher is the motivation to continuous education and continuous professional development, the ability to independently and effectively perform variative professional tasks of any complexity and promptly take situationally justified pedagogical decisions, adaptation to changing conditions of the college's educational environment, which requires high professional mobility. Professional mobility of the college teacher is considered as a guarantee of the stability of social and professional position and a source of ensuring the competitiveness of a specialist in the modern market of educational services.

Methodological work in college is one of the important components of educational activity.

Methodical work is a set of methodical activities organized at the college with the aim of improving the teaching skills of teachers, improving teaching methods teaching disciplines, improving the quality of the educational process, developing and introducing innovative methods and tools based on scientific achievements, advanced pedagogical experience and directed on the development of professional teacher mobility.

Scientific and methodical work in college is a complex of methodical measures that ensure the continuous development of the teacher's creative personality and the formation of a team of educators-researchers capable of mastering new educational technologies and introducing them into professional activities.

To study the status of the organization of scientific and methodological work on the development of professional mobility of teachers in colleges, we used the information posted on the sites of educational institutions.

Theoretical analysis and study of pedagogical practice have shown that there was a certain system of scientific and methodological work in colleges, the structure of which includes various substructures (pedagogical council, methodical council, cycle commissions, methodical office, etc.). However, most forms of organization of scientific and methodological work of colleges are traditional and do not take into account modern approaches to its implementation and the personality of the teacher

in the conditions of innovation activity. The usual personalities dominate (self-education, mentoring, visiting classes, individual work with teachers, etc.), group (the school of a young teacher), collective (pedagogical council, methodical council, meetings of cyclic commissions, methodical unions of curators, etc.) forms.

The overwhelming majority of colleges are guided exclusively by methodological and teaching-methodical work, which testifies to ambiguous understanding of the role and place of scientific and methodological activity in educational institutions of the corresponding level. However, in the part of colleges, scientific and methodical work is being organized, which is aimed at improving the educational process and improving the quality of training of future specialists. The main organizational units of the scientific and methodological work of colleges are the methodical cabinet and methodical council. Methodological office, as a rule, is the center of coordination of scientific and methodical work. It contains samples of educational documentation; methodical development of classes and educational activities, portfolio of teachers, materials on the experience of teachers, manuals, workbooks; methodical recommendations concerning the organization of independent work of students, writing of coursework and scientific papers, knowledge control system; materials on the certification of teachers, etc. In colleges with organized scientific and methodological work a scientific-methodical council is created, which includes: deputy directors, heads of departments, college methodists, head of the library, heads of cycle commissions. The head of the scientific and methodical council of the college is the deputy director of scientific-methodical and educational work.

The Scientific and Methodological Council of the College solves the following issues: directing the activities of the participants of the educational process to the tasks specified by the Law of Ukraine "On Education" and other normative documents; improving the quality and efficiency of scientific and methodological work; consideration of measures for the execution of orders, regulations, instructions on methodological and educational work; submission of proposals for discussion in the pedagogical council of questions of methodological and educational work; review of the normative materials of the college (regulations, recommendations, instructions, etc.) and measures for methodological and educational work; definition of the main directions of the methodological work of the institution for the academic year and ways of their improvement; promotion of the introduction of innovative technologies and progressive forms of organization of the educational process; development of measures to improve the professional skills of teachers and mastering teachers-novice pedagogical minimum; issuing recommendations for the implementation of innovative forms and methods of teaching into the educational process; introduction and mastering by pedagogical workers of modern information technologies; constant study and widespread dissemination of the best practices of their teachers and other colleges. An important place in the system of scientific and methodological work of colleges is taken by cyclic commissions, whose heads are chosen from the most competent teachers.

Scientific and methodological work in colleges should be aimed at the development of a professional - this is the process of acquiring them new opportunities of professional activity, as well as the development of personality. We understand that the change of personality is, first and foremost, the internal work on

oneself, which occurs in the minds of a person, and only external influence may be ineffective. The development of professional mobility of college teachers is a continuous process of acquiring new knowledge, skills and competences, the use of innovative and information technologies and the ability to apply them in teaching activities.

Thus, the above results of the analysis lead to the legitimate conclusion that the scientific methodological work in colleges is aimed at the development of professionalism of pedagogues, but it does not fully follow the problem of the development of professional mobility of teachers. The absence of a model for the development of professional mobility of teachers in colleges was revealed; not created professional-oriented teacher-specialist pedagogical conditions; mostly traditional forms of organization of scientific and methodical work are used; systematic research work of college teachers is not set up.