

**FEATURES AND PERSPECTIVES OF FUNCTIONING  
OF “SUMY REGIONAL CENTER OF OUT-OF-SCHOOL LEARNING  
AND WORK WITH TALENTED YOUTH”**

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*The article analyzes the functioning of organization of the youth sector, external and internal factors of qualitative advantages, offers prospects. The article covers the basics of improving non-formal education institutions in the framework of the state youth policy. Based on the describe the theoretical aspects of the state youth policy in Ukraine, their direction and development of the young person with out-of-school organizations, proposed the prospects of development of the enterprise. Recommendations for the management and improvement of the organization were provided.*

**Keywords:** *non-formal education, the state youth policy, Sumy Regional Youth Centre, circles, clubs, studios, sections of school institutions.*

**INTRODUCTION**

The development of the education system at the present stage is characterized by the strengthening of the role of additional education of youth in the life formation and professional self-determination of the child. The relevance of the specified issue lies in the public interest in the sphere of extracurricular education.

Millions of talented and creative people started their activities with children and young people in various circles, clubs, studios, sections of school institutions.

The state purposefully builds in the sphere of extracurricular education task of upbringing, its spirituality, dedication and, at the same time, distracted certain part of children and adolescents from engaging in anti-social actions. In conditions of market of state policy for thousands of boys and girls-school institution was almost the only free institutions, in which they had the opportunity to meet their educational needs in the works and informal communication.

To be quite effective in its new status, the system of extracurricular education of children should keep his experience and traditions, on the one hand, and to be quite educational system on the other. Extracurricular education of children, as part of the entire educational system of Ukraine, is subject to the General laws and state requirements, one of which is the responsible institution for the quality of educational services to persons from 6 to 18 years.

Specific conditions of additional education of children are, above all, to a high degree of variability, so anyone can choose education that meets their interests and inclinations, select the volume and pace of development of educational programs. The content of extracurricular education of children is caused, first of all, its specific conditions, second, goals and objectives, third, socio-cultural and socio-economic factors.

## PURPOSE AND OBJECTIVES OF THE ARTICLE

Tasks of this research are the study of theoretical bases of state youth policy in Ukraine, analysis of the activity of “Sumy regional center of out-of-school education and work with talented youth”, analyse the external and internal factor affecting the quality of educational service, analyse the competitiveness in out-of-school service market, describes the prospects of development institutions, evaluate the activities of out-of-school educational institutions (on the example of “Sumy regional center of out-of-school education and work with talented youth”).

**Subject of research** is the activity of “Sumy regional center of out-of-school education and work with talented youth”.

**Study object** is to evaluate effectiveness of out-of-school organization and forecast the development of “Sumy regional center of out-of-school education and work with talented youth”.

Sumy regional center of out-of-school education and work with talented youth is a complex, multi-school educational institution, organization, coordination, methodical and informational center of educational work in the field.

The educational process in the University is organized on a three-level principle based on didactic principles combination of profile and integration forms of work, use of modern teaching methods, develops and is on 9 directions of out-of-school education. The Centre operates and organically Supplement the content of each other's work, the departments: the early creative child development, artistic and aesthetic education, a tour of local history, sports and tourism, ecological-naturalistic, decorative and applied arts, technical-technological, search and research work of students, the organizational-mass work and the Department for coordination of mobile-school educational institutions.

## RESULTS

Sumy regional center of out-of-school education and work with talented youth - multiprofile educational institution, aimed at development of the child. For today in the institution created their own socio-educational model, the basis of which contains the principles of the complexity of the activity.

### **The results of the educational-marketing research**

Marketing research is a system of collection, processing and analysis of informative data about the situation on the market to reduce business risk and make informed marketing decisions.

Marketing research to fulfill very different tasks. The main ones are:

- study of the market and its main actors, i.e. the behavior of consumers, competitors, suppliers, intermediaries, and contact audiences, analysis and forecast of the market situation;
- assessment of the competitive position of the company and its products at the market and develop on this basis, recommendations for its improvement;
- development of recommendations on the formation of product, price, marketing and communication policy of the enterprise on the basis of market research;
- a detailed analysis of current needs of customers;
- calculation of the ratio of supply and demand;
- study of the behavior and motivations of buyers;
- definition of competitiveness of goods and services;

- orientation of production on the "right" product both for buyers, and for the producer;
- the election of the target (special, efficient market for their own goods for its gradual takeover).

#### **SWOT analysis of the organization**

SWOT analysis is an operational diagnostic analysis of the organization and its environment. Is carried out in order to identify the potential of the organization's strengths, weaknesses, threats from external sources, as well as the establishment of the opportunities provided by the company and its external environment.

In the conditions of market economy, when time, competition, you must have clearly outlined a plan of actions, allowing to adequately use the strengths and opportunities of the enterprise activity. At the same time, it is necessary to foresee the likely threats and work to eliminate weaknesses.

Indeed, today the interest to the problems of strategic management exacerbate unexpected changes in the external environment requiring rapid and adequate response of the company to maintain and improve their competitiveness.

Reliable means to identify and structure the strengths and weaknesses of the enterprise, and to assess the resulting opportunities and threats, is the SWOT analysis with the help of which the enterprise is in the process of strategic planning can regularly to identify, assess and monitor opportunities to adapt their activities to reduce the potential consequences of threats. How seriously managers of all levels carry out SWOT-analysis depends on the choice of strategic directions of activity of the enterprise.

In the world practice SWOT analysis used in the strategic planning process, starting from the 60-ies. With the advent of the SWOT model intelligence received a set of economic instruments for analysis of the state of the enterprise and the selection of its strategy. In Ukrainian conditions, the SWOT analysis will allow to formulate known, but uncoordinated and haphazard presentation about the company and its competitive environment in the form logically coordinated scheme of interaction of factors of internal and external environment.

Object of research - Sumy regional center of out-of-school education and work with talented youth.

The objective of the study is to analyze the activity of the organization and make an assessment of the status and prospects of development of the enterprise. Detailed analysis is given in the Table 1.

Teaching staff with high professional level and potential ready for approbation and introduction in educational process of school innovation educational programs and technologies, relevant to the development of the education system.

Experience with social partners in the organization of educational and extracurricular activities of the students is a significant potential in the expansion of conditions for providing affordable quality education to the students of the school in accordance with the needs of the individual.

The formed system of school self-government, organized work of the bodies of state and public management school, work of public organizations are the basis for expanding social openness of the school for the surrounding society and the creation of a system of effective school management.

Table 1 - 4 parts of a SWOT analysis

<i>Strengths (internal factors)</i>	<i>Weakness (internal factors)</i>
<ul style="list-style-type: none"> <li>- Position the recognized leader on the market of educational services;</li> <li>- stable reputation;</li> <li>- excellence in a volume of intellectual capital;</li> <li>- innovative experience;</li> <li>- use of modern technologies of training;</li> <li>- a system for professional training and retraining</li> </ul>	<ul style="list-style-type: none"> <li>- Lack of state financing;</li> <li>- the small advertising budget;</li> <li>- lack of key skills and competencies (weak management);</li> <li>- ineffective position of parents in the educational process associated with the lack of time</li> </ul>
<i>Opportunities (external factors)</i>	<i>Threats (external factors)</i>
<ul style="list-style-type: none"> <li>- New possibilities of gaining share market competitors;</li> <li>- opening of new profiles and directions of training;</li> <li>- the possibility of rapid growth due to sharp increase of demand in one or more market segments;</li> <li>- the possibility of use of new technologies;</li> <li>- the development of open learning</li> </ul>	<ul style="list-style-type: none"> <li>- Threat of appearance of new competitors;</li> <li>technological change or innovation leading to decreased demand for the former educational services;</li> <li>- the slowdown of the market;</li> <li>- reducing the demand for education because of the changing needs and tastes of customers;</li> <li>- the unstable economic situation in the country, coupled with the negative trends in the functioning of the institutions of the family</li> </ul>

With the introduction of the updated content of education students develops abstract thinking, students tend to self-improvement, is personal growth and the growth in development. Students quickly adapted to the school, the requirements to the staff.

The system of work with gifted and talented children. Held elective courses, individual consultations, conferences, "Small Academy of Science", participation in intellectual games. There is support and preparation of students by teachers.

Table 2 - Comparative characteristics of the Centers of Extracurricular Education, Sumy

Indicators	Sumy regional center of out-of-school education and work with talented youth	Communal establishment Sumy Palace of Children and Youth	Sumy city center of scientific-technical creativity of youth	City center of military-patriotic education
Amounts of group	329	180	167	19
Amounts of pupils	5500	4500	2786	373
The total number of employees	214	200	373	54
Employees with pedagogical education	174	170	112	39
Financing and material base	State budget	Funds of family budget	Funds of family budget	Funds of family budget

In the course of the study, we made the following conclusions.

The main factors that contribute to the development of the centers of

extracurricular education are the focus on the account of the desire of parents and children in the provision of quality services. It is revealed that children want to engage in a favorite pastime, to satisfy the need of communication, to gain new knowledge and other. Parents are mainly directed on development of creative abilities of the child, the importance and the connection with the future profession and employment of a child in his spare time.

However, the Ukrainian market of educational services has all prerequisites for development, but the prerequisite is the reforms in education funding.

The main directions in solution of this problem can be:

- reforms in education funding;
- adjustment to the European standards of education;
- improvement of the legislative base.

### **Evaluation and prospects for development of the institutions**

Experience confirms that management development processes in extracurricular educational institution requires optimum interaction of all components of the it system (aim, objectives, content of work; optimal forms, methods and means of educational and methodical coordination of work; analysis of results and adjustment of the activities of all functional structures and substructures institutions; identification of new opportunities, relevant resources, possible investments).

Educational management, in Sumy regional center of out-of-school education and work with talented youth has a number of peculiarities conditioned by the specificity of organizational-pedagogical and management foundation, prospects and problems of development, sorta on the implementation of modern approaches and innovations. According to this methodology of management development processes in the institution is reflected in:

- the modeling activity is the conceptualization of development processes, development of the program of development institutions, optimization model of educational-methodological work (forming of professional and creative competence of teachers), creation of models of formation of the personality of a university graduate in the context of integration competence and cultural approaches;
- the work-planning - development of the work plan for the year of the curriculum, the educational programmes of work of creative associations, cross-cutting programmes of socio-pedagogical projects;
- the optimization of organizational and coordinating relations between the functional structures and substructures institutions (departments, offices and so on);
- the features of organization of professional activity of employees - optimization of operation mode of the internal regulations; clarify job responsibilities;
- the information-methodical maintenance management activities on provision of favorable conditions for learning, education and creative development of children and youth, the definition of the characteristics of the organization and ensure the quality of the educational process, social protection of children, social partnership, working with parents, administrative and financial activities;
- the systematization of management activities in the context of the implementation of the principles of democracy, constructive interaction (the

role of the General Assembly, pedagogical, methodological council, the parent committee in the processes of management);

- the analytical and forecasting activities - monitoring activities in the main areas of the agency's performance, identify problems and ways of their solution, the basic prospects;

- the provision of rhythm management cycle (in the context of the implementation of the programmes of development agencies, annual work plans, and others).

Development of conception of development of organization contributed to the definition of strategy and tactics of development of the institution.. Leadership role in the specified corporation is given to organizational and coordination centre, which must perform informational, scientific, methodological, educational-methodical, monitoring, socio-psychological, organizational, social-humanitarian functions.

*Scientific-practical importance of the concept of development is:*

- the definition of prospects of development of the institution as a whole and open socio-educational system, combining out-of-school pedagogical society of the region;

- the direction of the teaching staff at activation of image advertising, positioning school as a territory success;

- the definition of mechanisms of improvement of the educational, methodical, organizational and coordination capacity of the institution as a leader of school education in the region.

This Concept became the basis for the development of the program of development of organization for the period till 2015 aimed at identifying the main directions of work of pedagogical collective on development institutions on the basis of implementation of structural, organizational, pedagogical, methodological and technological innovations, modern educational management, information and scientific-methodical investment, rational use of resources, optimization of personnel potential, administrative and social partnership.

The realization of this aim is possible only through the provision of innovative orientation of all work direction of the institution, increasing the intellectual and creative potential of pedagogical staff, improvement of scientific-methodical and psychological, material and technical support of innovation processes.

Development institutions should be ensured by a complex of measures, including administrative, methodological and technological improvement of the professional creative competence of teachers and optimization of personnel potential, scientific and informational-methodological provision of the development processes, improvement of material-technical base.

The content of the programme the emphasis is made on the following directions of development:

- the internal educational management is to enhance the competitiveness of the institution by improving the quality of socio-educational services, organizational coordination and scientific-methodological work;

- the regional management - promoting extracurricular sphere socio-educational services in the field; identify strategic directions for the development of extracurricular educational institutions of the region, formation of out-of-school educational society;

– the development of theoretical and methodological bases of educational management in non-formal education as an integrated, open, relevant socio-educational system, i.e. out-of-school educational management.

### **Explanatory note to the indicative criteria for evaluating school educational institutions**

In the unified educational space of Ukraine occupies an important place out-of-school education, which is aimed at development of the personality, talents and mental and physical abilities of the child, the satisfaction of his needs in the professional development and training.

Today the sphere of extracurricular education is at an important stage of transition to a more qualitative state and requires not only the modernization of the content, but also change of forms and methods of work of educational institutions and administrative activity of their leaders.

A significant role in the implementation of a single policy in the sphere of extracurricular education belongs to the state control over the activities of educational institutions, the main form of which is certification, which is aimed at determining the efficiency, effectiveness of educational activities and evaluate the potential of educational institutions.

In the course of this research are analyzed and assessed the level of organization and the results of educational activity of educational institution, logistical and staffing, management activities and prospects for further development.

Objectivity of assessment of the work of extracurricular educational institutions is ensured by thorough analysis of qualitative and quantitative indicators. Assessment and analysis of its activity is conducted in dynamics with the changes that have occurred since the previous attestation.

Assessment criteria are served in points and their shares from the state requirements, standards or maximum possible values of indicators that match the level of educational activity "high".

The general conclusion regarding the level of the educational activities of extracurricular educational institutions is carried out on the basis of the combined analysis (amounts indicators) of four sections:

Moterola - technical condition (the maximum number of credits - 17);

One, the organization and the results of educational activity of the institution (the maximum number of credits is 60).

Cajova software (the maximum number of credits - 12);

Weapons activity (maximum number of credits - 11).

By results of certification (attestation or examination) set the level of educational activity of educational institution: "high", "sufficient", "medium", "low" (holomek. B, D, C, H) on the basis of which the decision on effectiveness work of the institution and its prospects in the future.

The high level of educational activity is determined subject to obtaining the total number of points within 100-75; sufficient – 74-49; middle – 45-25; low - 21 or less.

*Table 3 - Indicative Criteria  
Evaluation activities of out-of-school educational institution (on the example of  
“Sumy regional center of out-of-school learning and work with talented youth”)*

№	Indicators of educational activity	Estimated norms of evaluation	Maximum number of points according to the scale	Forms and methods of information collection	The level of educational activity			
					A High	B Enough	C Middle	D Low
1	2	3	4	5	6	7	8	9
1	<b>Material and technical condition</b>		<b>15,74(17)</b>		17-13	12-8	7-4	3-0
1.1	Compliance of buildings and premises of educational institutions (hereinafter - institution ) with the task of implementing extracurricular education	For state sanitary rules and norms	1,5(2)	O A	<b>2-1,5</b>	1,4-0,9	0,75-0,4	0,25-0
1.2	The presence and condition of classrooms, laboratories, libraries, workshops, gyms (hereinafter classrooms), sports grounds, etc. provided for the type and profile of the institution (for institutions that have adapted premises)	According to the standards and Typical list 71% and above 3 - 4 points 41%-70% 2-2,9 11%-40% 1-1,85 below 10% 0,85-0	3,5(4)	O A	<b>4-3,0</b>	2,9-2	1,85-1	0,85-0
1.3	Security classrooms, playgrounds and other necessary equipment, tools, materials according to the educational programs and the profile of the circle, group or other creative association	75% and above 3,75-5 50%-74% 2,5-3,74 25%-49% 1,25 - 2.35 24 and low- 1,15-0	5(5)	D A	<b>5-3,75</b>	3,74-2,5	2,35-1,25	1,15-0
1.4	Security manuals, educational-methodical and reference literature	60% and above 1.5- 2 40%-59% to 0.9-1.4 21%-39% 0,4-0,75 20% and less than 0,25-0	2(2)	D A	<b>2-1,5 .</b>	1,4-0,9	0,75-0,4	0,25-0



Continuation of Table 3

1	2	3	4	5	6	7	8	9
1.5	Occupational safety, temperature conditions and sanitary-hygienic norms	For state sanitary rules and norms	3(3)	O A	3-2,25	2,24-1,5	1,35-0,75	0,74-0
1.6	Financial support for the activities of the institution, attraction of additional sources, rational use of material and financial resources	According to the established norms	0,74(1)	A	1-0,75	<b>0,74-0,5</b>	0,35-0,25	0,24-0
2	<b>The level of organization and the results of educational activity of the institution</b>		<b>48(60)</b>		<b>60-45</b>	44-33	29-15	14-0
2.1	The formation of child contingent, network groups and groups complicated	According to the standards groups are completed	8(10)	A	<b>10-7,5</b>	7,4-5	4,9-2,5	2,4-0
2.2	Preparation of the educational documentation (work plan of the institution, registers group work, teaching plans and programs, schedule of classes, orders for the organization of the educational process). The conformity of the curriculum and selected programs (generic and other programs, experimental) purpose and objectives of the institution. The actual status of their implementation	The degree of compliance with the provisions on out-of-school educational establishment and maintenance of educational documentation	9(10)	A	<b>10-7,5</b>	7,4-5	4,9-2,5	2,4-0
2.3	The presence theme, integrated, regional educational programs	The degree of implementation of the Law of Ukraine "On non-formal education", the concept of out-of-school education and upbringing, the National doctrine of education development of Ukraine and others	2(2)	A	<b>2-1,5</b>	1,4-0,9	0,8-0,4	0,3-0

Continuation of Table 3

1	2	3	4	5	6	7	8	9
2.4	The structure of the institution, the existing network of clubs, hobby groups, creative associations to the requirements of the charter and prospects of development institutions		3(3)	A	<b>3-2,25</b>	2,24-1,5	1,4-0,75	0,74-0
2.5	The dynamics of the network of clubs, groups and other creative associations in accordance with the type of establishment (in the last three years) with regard to the state of funding and statutory tasks	The degree of implementation of the Law of Ukraine "On non-formal education", the concept of out-of-school education and upbringing, the National doctrine of education development of Ukraine and others.	5(7)	A	7-5,25	<b>5,24-3,5</b>	3,4-1.75	1,74-0
2.6	The compliance with the legislation on language of training and education in the institution	The degree of implementation of legal acts on language issues	2(2)	D A	<b>2-1,5</b>	1,4-0,9	0,8-0,4	0,3-0
2.7	Carrying out of organizational-mass work in the establishment and coordination of this work in the region. Social partnership institutions and international cooperation	On responses of parents, students, alumni, community, heads of district, city, etc.	2(4)	S D O A	4-3,0	<b>2,9-2</b>	1,9-1	0,9-0
2.8	The development of student self-government	The state of implementation of requirements of the Law of Ukraine "On non-formal education", Regulations on out-of-school educational establishment and other	4(4)	S O A	<b>4-3,0</b>	2,9-2	1,9-1	0,9-0
2.9	The effectiveness of participation of pupils, students and listeners of institutions at the international, national, regional, district and city festivals, competitions, tournaments and competitions-defenses of scientific research work, etc.	International, national, regional, district.	5(7)	D O	7-5,25	<b>5,24-3,5</b>	3,4-1,75	1,74-0

Continuation of Table 3

1	2	3	4	5	6	7	8	9
2.10	The results of organizational and educational work of the institution (the presence of exhibition materials, concerts, photo, video products, publications in press, on radio and television, teaching materials, etc.)	The condition of carrying out of organizational and educational work	5(7)	D A	7-5,25	<b>5,24-3,5</b>	3,4-1,75	1,74-0
2.11	Information-methodical maintenance of activity of the institution (availability of guidelines, development, scripts, etc). Conducting methodical associations, seminars, conferences etc.	The state conducting methodical work	3(4)	D A	<b>4-3,0</b>	2,9-2	1,9-1	0,9-0
3	<b>Staffing</b>		<b>12(12)</b>		<b>12-9</b>	8-6	5-3	2-0
3.1.1	The educational level of the head of the institution (Junior specialist, bachelor, specialist, master), heads of departments, units, laboratories, etc. (pedagogical higher or professional education)	68%-100%2,25-3бали 50%- 67% 1,5- 2,2 21%-49% 0,75-1,4 2 0% -0,74-0	3(3)	A	<b>3-2,25</b>	2,2-1,5	1,4-0,75	0,74-0
3.1.2	The education levels (Junior specialist, bachelor, specialist, master) heads of circles (pedagogical higher or professional education)	68%-100%-1,5-2 50%-67% - 0,9-1,4 21%49% 0,4- 0,8 20% and low 0,3-0	2(2)	A	<b>2-1,5</b>	1,4-0,9	0,8-0,4	0,3-0
3.1.3	The presence in the institution of pedagogical workers who honors and awards: the title, diplomas and other awards of central and local bodies of executive power	40% and more 0,75-1 бал 20%39% 0,5- 0,7 6%-19% 0,25-0,49 5% and low 0,24-0	1(1)	D A	<b>1-0,75</b>	0,7-0,5	0,49-0,25	0,24-0

Continuation of Table 3

1	2	3	4	5	6	7	8	9
3.2	Retraining and improvement of professional skill of pedagogical workers of establishments (over the last 5 years)	68% and more 0,75-1 бал 50%-67% 0,5-0,7 32%-49% 0,25- 0,49 31% and less 0,24-0	1(1)	D A	<b>1-0,75</b>	0,7-0,5	0,49-0,25	0,24-0
3.3	Certification of pedagogical workers	The status of compliance with Regulations on certification of teachers: 68% and more 1,5-2 50%-67% 0,9-1,4 32%-49% 0,4- 0,8 31% and less 0,3-0	2(2)	D A	<b>2-1,5</b>	1,4-0,9	0,8-0,4	0,3-0
3.4	The work of pedagogical and methodological Council of the institution. Studying, generalization and dissemination of experience of teachers, encourage innovation and research activities (conducting experimental work, research, writing dissertations, postgraduate studies and doctoral studies, self-education, etc.)	State of innovation activity	2(2)	D A	<b>2-1,5</b>	1-0,9	0,8-0,4	0,3-0
3.5	Work with young teachers		1(1)	D, A	<b>1-0,75</b>	0,74-0,5	0,49-0,25	0,24-0
4	<b>Management activities</b>		<b>10(11)</b>		<b>11-8</b>	7-5	4-3	2-0
4.1	The definition of objectives, tasks and prospects of development institutions	The actual fulfillment of requirements of the Law of Ukraine "On education", "On non-formal education". The national doctrine of development of education of Ukraine, the concept of out-of-school education and upbringing, the Provisions on out-of-school educational establishment and other normative documents	2(2)	S A	<b>2-1,5</b>	1,35-0,9	0,75-0,4	0,3-0

*Continuation of Table 3*

1	2	3	4	5	6	7	8	9
4.2	Coordination and effectiveness of planning the main directions of the educational institution		2(2)	D A	<b>2-1,5</b>	1,35-0,9	0,75-0,4	0,3-0
4.3	Readiness and efficiency of the management bodies of the institution (Council institutions, pedagogical Council, the parent Committee, trade Union Committee, Board of Trustees, students ' self-government and so on)		2(2)	D A	<b>2-1,5</b>	1,35-0,9	0,75-0,4	0,3-0
4.4	Creation of a favorable social and psychological climate		2(2)	O	<b>2-1,5</b>	1,35-0,9	0,75-0,4	0,3-0
4.5	The quality and effectiveness of the internal control and pedagogical analysis of all main areas of operation		2(2)	A	<b>3-2,25</b>	2,2-1,5	1,4-0,75	0,74-0
5	<b>Additional directions and indicators of educational activity characteristic of the institution</b>							
<b>SUM</b>			<b>85,74(100)</b>		<b>100-75</b>	74-49	45-25	21-0

## CONCLUSIONS

Out-of-school educational establishments is widely available educational institutions, which give children and young people in further education aimed at acquiring knowledge, abilities and skills in the interests cover the needs in creative self-realization and organization of leisure.

We appreciated development prospects of the organization, and undertaken a full analysis and delivered evaluation activity of institutions. Theoretical bases concerning the state youth policy in general, its place in the market, principles of management out-of-school organizations, as well as the advantages and shortcomings were identified.

Requirements for the activities outside school institutions are derived from general principles of the organization of extra-curricular work; coherence with the educational work of children and youth organizations, families and community; mass coverage of children under condition of observance of voluntariness of participation in clubs and sections potashkin enih institutions, the combination of mass, group and individual forms of educational work; free choice of the children of the nature of creative activity, stimulating their creative activities.

Sumy regional center of out-of-school education and work with talented youth is a complex, multi-school educational institution, organization, coordination, methodical and informational center of educational work in the field.

Educational conception of the center:

- implementation of a competence approach in the system of educational work;
- realization of educational activity and creative needs of children and students;
- ensuring constant creative interaction and constructive cooperation of all subjects of educational process;
- provision of system of educational work develops;
- the use of effective traditional and innovative technologies, methods of educational and educational work;
- personal orientation of the educational process.

## РЕЗЮМЕ

### ОСОБЛИВОСТІ ТА ПЕРСПЕКТИВИ ФУНКЦІОНУВАННЯ «СУМСЬКОГО ОБЛАСНОГО ЦЕНТРУ ПОЗАШКІЛЬНОГО НАВЧАННЯ ТА РОБОТИ З ТАЛАНОВИТОЮ МОЛОДІДЬЮ»

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*У статті проаналізована діяльність організації молодіжної сфери, проаналізовано зовнішні та внутрішні фактори якісних переваг, запропоновані перспективи розвитку. Стаття присвячена основам удосконалення неформальної освіти установи в рамках державної молодіжної політики. На підставі опису теоретичних аспектів державної молодіжної політики в Україні, їх напрямку і розвитку молоді людини з організації позашкільної освіти, запропоновані перспективи розвитку підприємства було проведено на прикладі аналізу з шкідниками, оцінка аналіз. Були представлені рекомендації з управління та вдосконалення організації.*

**Ключові слова:** *неформальна освіта, державна молодіжна політика, Сумський обласний молодіжний центр, школа, клуби, студії, секції шкільних установ.*

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*Надійшла до редакції 14 квітня 2015 р.*