



«АККРЕДИТЕУ ЖӘНЕ РЕЙТИНГТИҢ  
ТӘУЕЛСІЗ АГЕНТТІГІ» КЕМ

НУ «НЕЗАВИСИМОЕ АГЕНТСТВО  
АККРЕДИТАЦИИ И РЕЙТИНГА»

INDEPENDENT AGENCY FOR  
ACCREDITATION AND RATING

# REPORT

on the results of the work of the external expert Committee on evaluation  
for compliance with the requirements of the standards of specialized accreditation  
on assessment of specialty 0305000 " Laboratory diagnostics»  
qualification 0305013 " Medical laboratory»  
LLP "Medical College "AVIMED»  
в период с 03 апреля по 05 апреля 2018 г.

Almaty 2018

**INDEPENDENT AGENCY FOR ACCREDITATION AND RATING**

***External expert Commission***

***Addressed  
Accreditation  
the Council of the IAAR***



Независимое агентство  
аккредитации и рейтинга

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**" 05 " April 2018**

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IAAR

## **(I) A LIST OF SYMBOLS AND ABBREVIATIONS**

AUP-administrative and managerial personnel

Who – world health organization

State and state educational standards

LLP-limited liability partnership

The Ministry of health – world health organization

MES – Ministry of education and science

YOKE – the final state certification of

IPK - Institute of advanced training

MO-medical organizations

RUP-working training programs

Technical and vocational education

ST RK – standards of the Republic of Kazakhstan

QMS-quality management system

NIRS-research work of the student

UR training work

VR-educational work

PR-practical work

UMK – training complex

CMK-cyclic methodical Commission

ICT-information and communication technology

OP-educational program

SWOT analysis - analysis of strengths, weaknesses, challenges and opportunities

the organization, the acronym of English words:

S (strengths)-strengths,

W(weaknesses) - weaknesses,

O (opportunities)-opportunities,

T (threads)-threats.

## II. INTRODUCTION

In accordance with the order of NAAR № 16-18-OD from 28.02.2018 in LLP "Medical College "AVIMED" with the type of activity TPE, the visit of the external expert Committee (EEC) from 03 to 05 April 2018. The assessment of compliance with the standards of institutional and specialized accreditation of NAAR educational programs was carried out:

0301000 "Medical business", qualification "Nurse", "Obstetrician (ka)»;

0302000 "Nursing", qualification "Medical nurse of General practice»;

0304000 "Dentistry" qualification " Dentist»

0305000 "Laboratory diagnostics", qualification " Medical laboratory assistant»

0306000 "pharmacy", qualified as "Pharmacist".

The composition of the WEC:

1. The Chairman of the Commission Baiseitova RUSIA Tesakova, head of Department of practical training of kgkp "Medical College of Balkhash town" Karaganda region (Balkhash);
2. Expert Alisher Saburov Radjabovich, Deputy Director on educational work of CHU College "Sairam" (Shymkent);
3. Expert Raimbek Bayan Thez, Deputy Director on educational work of kgkp "Medical College of Balkhash town" Karaganda region (Balkhash);
4. Expert Armutova Ainagul Altynbaeva, Deputy Director of education GCE "medical College Kostanay" (Kostanay);
5. Expert Ainur Nurgalieva Toleugalieva, doctor-Methodist, LLP "Educational-clinical center "Stomatology" of Astana;
6. Expert-Nadezhda V. Schedrova, teacher of special disciplines Private institution "Ural medical College "Maksat" (Uralsk);
7. Employer – alibaeva Gulsim Nurmaganbetova, chief nurse of the Kazakh national research Institute of Oncology and radiology (Almaty, Kazakhstan);
8. Student-belyuchenko Viktor, 2nd year student specialty "Medical business" nuo " Kazakh-Russian medical College»;
9. The observer from the Agency is Alisa Zhakenova, the Head of medical projects of the Agency (Astana).

### (III) REPRESENTATION OF THE ORGANIZATION OF EDUCATION

"Medical College "AVIMED" LLP was founded in 2012.

The activity of the medical College "Avimed" is carried out in accordance with the founding document-the Charter of the partnership from 14.11.2012.

The educational activities of the medical College shall on the basis of state license №12011328 from 09.07.2012 year, issued by the Department for control in the sphere of education of the city of Almaty of the Ministry of education and science of the Republic of Kazakhstan.

Medical College "Avimed "conducts training in the following specialties:" Medicine"," Nursing"," Dentistry"," Laboratory diagnostics "and"pharmacy".

Form of ownership-private. The main activity is educational.

The College is located at the address: Almaty 050056, Almaty, MD.Taugul-3, Kystauova str., 2 "a", phone: 8 (727) 279-97-59, website: www.avimed.kz, e-mail: e-mail: avimedpochta@gmail.com

The activity of the medical College is carried out in accordance with the constituent documents:

State license No. 12011328 dated July 09, 2012, issued by the Department of control in the field of education of Almaty city of the Ministry of education and science of the Republic of Kazakhstan.

Certificate of state registration of a legal entity for № 49-19-10-04-LLP, BIN-120340015353.

College Charter;

A package of internal regulatory documents;

SES, professional educational programs, etc.

There are conclusions of the sanitary-epidemiological service and the state fire control on the use of the educational building.

State license AA-4 № 0163781 of June 11, 2012. for medical activities of the medical office, issued by the Department of economy and budget planning of Almaty.

Director of the medical College "Avimed" is Praliev Zhomart Serikovich, candidate of economic Sciences, honorary worker of education of Kazakhstan.

The College provides training of secondary medical personnel on the basis of the state license for the specialties:

0301000 "Medical business" with qualifications 0301013 "Paramedic" with a training period of 2 years 10 months., 3 years 10 months. and 0301023 "Ob ()", with duration of 2 years and 10 months.

0302000 "Nursing" with qualification 0302043 "Specialized nurse" with a training period of 2 years 10mes, 3 years 10mes.

0306000 "pharmacy" with qualification 0306013 "Pharmacist" with a training period of 2 years 10 months.

0305000 "Laboratory diagnostics" with qualification 0305013 "Medical laboratory" with a training period of 2 years 10 months., 3 years 10 months.

0304000 "Dentistry" with qualification 0304023 "Dentist" with a training period of 2 years 10 months., 3 years 10 months.

Form of training full-time, in the Kazakh and Russian languages of training on the basis of basic General and secondary education.

Medical College "Avimed" has three buildings located within the Almaty city limits. The main building is located at Almaty, MD.Taugul-3 St. Kasabova 2 "a". The main building is used on the basis of the operational management agreement from 05.01.2018. the Total area of the main building -1978,4m2. Building B is located at the address Almaty, 182 Seifullin Avenue. The building used under lease from 01.09.2017. The total area of the body B-500m2. The housing is located at the address: Almaty, St. Shilov 36. Is used based on lease from 03.01.2018. The total area of the body B-800m2

The total area of all buildings is - 3278 m2.

The educational base of the College is represented by 80 classrooms and laboratories.

The College has a library with a total area of 101.8 square meters. it consists of a subscription, a reading room for 20 seats.

Physical education classes and recreational activities are held in the 750kV sports hall.m equipped on the territory of the College, as well as the College operates a medical center.

To provide students with food contracts between medical College "Avimed" IP mukhametova A. (canteen) building B, SP Karova S. K. (dining room) main building.

The contingent of students of the College as a whole is only -2428, including 1555 with the state language of instruction. 0305000 on a speciality "Laboratory diagnostics" contingent is 41.

The pedagogical process on the educational program "Laboratory diagnostics", qualification" Medical laboratory " is currently carried out by 42 teachers, including 33 full – time teachers (78.6%), part-time-9(21.4%). Of the staff teachers, 5 (15.1%), 9 (27.3%) are in the highest category, 9 (27.3%) are in the second pedagogical category (27.3%), and 10 (30.3%) are in the non - category. 33 teachers teach classes in the state language.

**Table 1-employment of graduates by specialty**

№	The name of the qualification	2017		
		Total graduates	Of them employed	By special nosti in %
	0305013-qualification " Medical laboratory»	6	4	66,6%

According to the qualification of "Medical laboratory" one issue was made in 2017. Of the 6 graduates employed 4 (66.6%) person, 2 graduates no information.

#### Research projects

The College organized a circle research work. On a speciality "Laboratory diagnostics" in the circle "young technician" involved 8 students, the head of A. J. Zholdasova.

The main objectives of the research work of College students are: the development of creative thinking of students, the ability and skills of independent work; familiarization of students to research,experimental research activities, expansion and deepening of scientific and practical creativity of students, theoretical knowledge and necessary professional skills of students; increase of scientific and creative activity of the teaching staff as heads of student scientific works. In may 2017, the scientific and practical conference "Science and medicine: a modern view of youth", dedicated to the international day of the nurse, was held. From the presented research circle "young technician" was awarded 2 places on "An gies and any beetter. Abino keshendeh sherler", Manager A. J. Zholdasova;

For 3 years the teachers and students took part in the city scientific-practical conferences, congresses, seminars, 10 teachers participated in the seminar-training on "Internal quality assurance system in health care organizations", the teacher Orazova R. O. participated in the 6th International Congress "Man and medicine of Kazakhstan", Methodist College, S. Y. Askerov took part in the 3rd Congress "Halyard marger knne Annalen", 2nd year student Joly S. took second place at the conference "Boleti kilti - theless memlekett Catarina»

College professors have published in the local media, regional and national pedagogical journals: articles "Chronic gastritis in children," the author Kasymov R. N. journal "KazNMU them. S. d asfendiyarova", articles of the teacher A. I. Amenova "Modern stages of development and the main problems in the prevention of controlled infectious diseases", "Prevention of ischemic stroke" published in the journal "Bulletin of KazNMU".

During the reporting period, 31 students and 18 teachers were awarded diplomas

In 2015, in the competition "Specialist of the year" teacher Sarsenbaeva hj took first place. In 2016 in the city contest dedicated to the celebration of the 1000th anniversary of the city of

Almaty letters of thanks and certificates were awarded to teachers Glycerin B. J., S. Y. Askerov, Amenov A. I. Diploma of 1 degree was awarded teacher Askerova S. Y. for participation in regional competition "Tildaryn" among teachers of English.

**(IV) A DESCRIPTION OF THE VISIT OF THE WEC**

The work of the EEC was carried out on the Basis of the program of the visit of the expert Commission on institutional and specialized accreditation of educational programs in the "medical College "AVIMED" LLP in the period from April 03 to February 05, 2018.

To obtain objective information about the quality of educational programs and the entire infrastructure of the College, to clarify the content of self-assessment reports held meetings with the Director, Deputy Director for academic Affairs, Deputy Director for educational work, Deputy Director for management, head of personnel, head. CMK, head of Department, Methodist, chief accountant, teachers, students, graduates, employers and parents of students. In total, 285 people took part in the meetings of the first cluster.

**Table 2-Information about the number and categories of participants**

Category of participants	amount
Director	1
Deputy. Directors	4
Head of division	7
Chief accountant	1
Personnel manager	1
Teachers	68
Students	165
Graduates	21
Employers, social partners	17
Just	<b>285</b>

In the process, the WEC conducted a visual inspection of the infrastructure of the College: classrooms, computer labs, library, reading room, gym, infirmary, power point, educational-clinical centre, clinics of preclinical practices. The documentation of cyclic methodical commissions, departments implementing accredited educational programs is also studied. Visited the base for the practical training of accredited programs: Municipal public institution "Center of special social services delivery No. 3", state-owned utility enterprise "City hospital №5", scee on PVC Regional hospital №1, SCE on PVC "Station of fast urgent medical aid №3", SCE on PVC "City hospital №1", Republican children's rehabilitation centre "Balbulak", on PVC GKB №7, pharmacy LLP "Evrofarm".

For conducting industrial training and professional practice, the College signed contracts with the heads of 20 medical organizations in Almaty. A close connection with the basic MO is established. Social partnership in the field of medical education is aimed at bringing the level of training to the needs of employers, strengthening the College's ties with the Ministry of defense. In order to strengthen and develop social partnership with medical organizations and the College, some joint work is carried out in the following areas: forecasting the training of qualified specialists, patient-centered approach to training, improving the relationship between the educational institution and the Ministry of education. In the current practice, such forms of cooperation as practical training of students in real jobs, the participation of employers in the certification of students, joint activities, meetings with students and parents, organization of excursions to the College, acquaintance with the profession are often used.

In the base defense established the necessary conditions for quality practice, 18 dedicated classrooms for students of College: Municipal public institution "Center of special social services delivery No. 3", state-owned utility enterprise "City hospital №5", scee on PVC Regional hospital №1, SCE on PVC "Station of fast urgent medical aid №3", SCE on PVC "City



hospital №1", Republican children's rehabilitation centre "Balbulak", on PVC GKB №7, pharmacy LLP "Evrofarm".

Members of the WEC visit was undertaken of the clinical sites. When visiting the practical bases, the experts got acquainted with the material and technical base of medical organizations, visited the administrative building, specialized departments, where students undergo industrial training and professional practice. A meeting was held with the chief doctor Professor G. W by Bodycover, Deputy chief physician at the nursing state-owned utility enterprise "City hospital №5" - T. A. Ahmetgalievoy, SCE on PVC "municipal clinical hospital No. 1" Professor, head. Department of thoracic surgery E. S. by Kaliaskarova, Municipal public institution "centre for the provision of social services number 3" Deputy Director on medical issues R. T. Kulibaev, SCE on PVC "Station of fast urgent medical aid №3" PhD head.substation A. I. Aminof, Republican children's rehabilitation centre "Balbulak" Deputy Director for clinical work of E. W. Utemisova, pharmacy LLP "Evrofarm" pharmacist of Kaldybaeva, and senior nurses, head.departments that spoke about the requirements for the trainees, the process of practical training. During the conversation with the heads of medical organizations revealed that the clinical facilities are working in close contact with the medical College. Medical staff of clinical bases conduct practical training directly in the workplace, make their suggestions and recommendations for improving the OP, actively participate in the development and implementation of OP, participate in the assessment of the quality of knowledge and skills of students and College graduates. It is revealed that 18 classrooms for practical training have been created in the above clinical bases. All training rooms are equipped with the necessary equipment: visual AIDS, teaching materials for improvement and consolidation of practical skills.etc. by the head of College and head of MO appointed General supervisors (mentors).

At the time of visiting the MO, the production training were students of the 3rd and 4th year of the College

Also graduates of medical College "Avimed" ( 8 persons) were presented, with them interviewing was carried out . They shared with the members of the EEC about the success in their work, about their achievements, expressed gratitude for the deep knowledge gained in the College.

The feedback of the MO leaders about the students and graduates of the College is positive.

From the words of the leaders visited clinical sites found that 21 graduates of this College are successfully employed in these MO.

Members of the WEC were visited theoretical and practical classes on disciplines "Internal medicine", "Surgical disease", "Childhood diseases", "Obstetrics and gynecology" "Informatics", "Pharmacology", "Algorithm Tseng, randalu. The algorithm acjetter" "Antibiotika" and educational event "Alysum Sagan Mangilik YEL!"

On the basis of COSSU "veterans House №3" members of the EEC participated in the conference lesson on "Bedsore". The analysis of the visited classes showed that teachers have developed calendar-thematic plans, approved work programs, UMK. In General, all the classes were held at a sufficient methodological level.

## **(V) A DESCRIPTION OF THE PREVIOUS ACCREDITATION PROCEDURE**

Previously, there was no accreditation at this institution.

## **(VI) THE STANDARDS OF SPECIALIZED ACCREDITATION**

### **6.1. Standard " Mission and leadership»**

#### **Evidence part**

The vision, mission and strategy of the College are coordinated among themselves, adequate to the available resources, needs of the labor market and educational policy of the Republic of

Kazakhstan.

**The College's vision:** the Desire to strengthen its position in the market by improving educational services in demand in the labor market, meeting the needs of practical health care, strengthening the internal environment of the College, the formation of key competencies of the future specialist through the content and technology of the educational process.

**Mission of the College:** "Quality training of active and competitive secondary health workers for medical organizations of the Republic of Kazakhstan, improvement of educational and educational process, research and innovation".

1. **Strategic goal:** to ensure that students receive a profession and appropriate qualifications;

2. Development of the concept of training and education of specialists in the framework of modern practice-oriented approach to training;

3. Education of a highly qualified specialist with an active life position;

4. Development of the system of assistance to employment of graduates;

5. Development of material, technical and methodological base of the College;

6. To comprehensively develop health-saving educational space in order to preserve and strengthen the health of all subjects of the educational process of the College;

The basis of the mission, goals and objectives for the development of the College laid the provisions of the State program of education development for 2011-2020, the Strategic development plan of Kazakhstan until 2020, a Comprehensive plan for the development of nursing in Kazakhstan until 2020, the Message of the President of Kazakhstan - the Leader of the nation N. Ah. Nazarbayev to the people of Kazakhstan "Strategy" Kazakhstan-2050 new policy of the established state".

The vision and mission of the College are adjusted to take into account the new program documents and annual Messages of the President of the Republic of Kazakhstan. **Ah. Nazarbayev to the people of Kazakhstan.**

The College development strategy is focused on sustainable development and competitiveness of educational services. The mission, goals and objectives of the College within the development Strategy were discussed and approved at the meeting of the pedagogical Council (Protocol No. 1 of August 31, 2017).

The College has given sufficient attention to the development of mechanisms to support the mission, goals and objectives. The basic documents for the implementation of the goals and objectives of the College: the strategic development plan of the College, the work plans of the pedagogical Council, methodical Council, the educational work, the work plan of the SSC. All of them are approved annually at the first meeting of the Pedagogical Council in August.

The organization systematically collects, collects and analyzes information about its activities and conducts self-assessment in all areas, based on the development and implementation of measurement, analysis to assess the success of the implementation of its own strategy through indicators such as "performance" and "efficiency". On the basis of the development Strategy, the College administration annually develops and approves the main objectives and specific indicators to be achieved at the end of the school year. The analysis of the College activities in accordance with the criteria of institutional accreditation showed that the College has a well-defined and clear mission, implemented in accordance with the established priorities of the Ministry of Health of Kazakhstan, clearly defining the purpose of the College and its development strategy. The mission, goals and objectives are carried out within the framework of the main development priorities, to which appropriate financial, human and methodological resources are allocated to ensure the implementation in the changing external socio-economic environment; the contribution of the College in educational development is noted, taking into account the policy in the field of education and health.

In the field of management of various processes of the College (educational, methodical, educational), administrative documents are also used: decisions of collegial bodies (pedagogical Council, methodical Council, meeting with the Director, the Council of group curators, the

Council for the prevention of offenses, the headman), orders and orders of the Director in the areas of activity, documents on the personnel of employees and students, planning, reporting, financial and accounting documents.

The mission, vision and strategy statements of the College fully reflect the individuality and uniqueness of the College.

At the same time, the survey of teachers, which was attended by 37 people (46.2% of the total number of PS), showed a fairly high level of assessment of the College's compliance with the criteria of this Standard.

So, for example, the reflection of the mission of the College in educational programs, in their opinion, is at a good level (97.3%); involvement of teachers in the process of making management and strategic decisions 96.8% of respondents.

### **Analytical part**

Analysis of the College's compliance with the criteria of this Standard generally indicates the maturity of the administrative and managerial staff (hereinafter-the AUP) in understanding the importance of clear strategic, tactical and operational planning in achieving the goals and objectives, the presence in the organization of a comprehensive development system and continuous improvement.

The main advantage of the College is a systematic work on the involvement in the planning and evaluation of groups of representatives of all stakeholders, including students and employers.

### **Strengths/best practice:**

- Vision, mission and strategy of the College are coordinated among themselves;
- The stated mission and strategic goals correspond to the goals and objectives of the national system of technical and professional, after secondary education, development of the region;
- All dynamics of activity of OP in all directions is carried out according to mission, strategy, available resources of College which provide achievement of final results of training.
- Timely review of the mission, purpose and policies of the College.

Conclusions of the EEC on the criteria: (strong/ satisfactory/ suggest improvements/ unsatisfactory)

In General, according to this Standard, the activities of the organization meet the criteria. But at the same time, the medical College needs to increase the number of full-time teachers of special disciplines. Ensure transparency of evaluation criteria.

Quantitative indicators reflecting the compliance of the organization with the standard criteria are as follows::

Strong positions – 5, satisfactory-1,  
***suggest improvements-0, unsatisfactory-0***

[6.2. Standard " Educational programs»](#)

### **Evidence part**

Training of specialists on OP "Laboratory diagnostics" is carried out according to the SES 2010., 2016.

Documentation on educational programs, developed by the College, includes RUP, schedule of educational process, schedule of classes, working curricula of disciplines, calendar-thematic plan, programs of professional practices.

The content of educational programs in the College is built in accordance with the Standard curriculum of the specialty.

The working curriculum was considered at the meetings of the methodical Council and approved by the Director of the College, but the College did not realize the hours for the disciplines determined by the organization of education. The working curriculum does not define

the competencies that need to be mastered in the study of disciplines.

Special attention is paid to professional training: practical training in special disciplines, industrial training, professional practice. Due to the lack of full-time teachers in special disciplines, all practical classes are held in medical organizations of the city. 7 cooperation agreements were signed between the College and medical organizations of the city for the organization and conduct of educational practice, industrial training, professional practice.

During the existence of the College carried out one issue in the specialty "Laboratory diagnostics" in the amount of 6 people, employment was 66.6%.

**The survey of the teaching staff conducted during the visit of the VEK NAAR showed that:**

- content of OP satisfies: very good –**20,5%** of respondents, good – **70,5%**;  
of respondents are satisfied with the attention of the College management to the content of OP  
-88.6%; very bad, bad and relatively bad -11.8% - - **93,2%**  
of respondents are satisfied with the formation of the ability to analyze the situation and make forecasts for students of OP.

#### ***Analytical part***

It is important that the leadership of the OP understand not only the participation of teachers, social partners in the development of training programs, but also the involvement of partners in the organization and preparation of standards of practical skills of the OP, taking into account the requirements for practical health professionals.

According to the results of the study and analysis of the evidence base to the criteria of the standard, the experts of the EEC noted:

- Teaching methods are based on modern principles of learning, however, in practice, the use of innovative teaching methods that promote the education of students ' responsibility for their learning process is not enough.
- There is no operational link between the educational program and the subsequent stages of training of laboratory staff.

#### ***Strengths/best practice***

- ***The recommendations of the WEC***
- Working training pan to bring in line with the Model curriculum;
- Introduce disciplines in priority areas of health care;
- To allocate the amount of time for the specialization component taking into account the requirements of the labor market;
- To intensify work on the introduction of innovative teaching methods;
- Ensure transparency of the evaluation criteria, reflecting the established basic and professional competence;
- To provide an operational link between the educational program and the subsequent stages of training of laboratory staff.

***Conclusions of the EEC on the criteria: (strong/ satisfactory/ suggest improvements/ unsatisfactory)***

In General, according to this Standard, the activities of the organization meet the criteria, however, in order to further develop and improve the activities of the College for the implementation of the accredited educational program, it is necessary to improve the position.

Quantitative indicators reflecting the compliance of the organization with the standard criteria are as follows::

***Strong positions – 0, satisfactory-4  
suggest improvements-5, unsatisfactory-0***

### 6.3 Standard " Efficiency of the educational program»

#### **Evidence part:**

The management of the OP provides equal opportunities for students, regardless of the language of instruction, to form an individual educational program aimed at the formation of professional competence.

Monitoring the quality of knowledge of students in groups and courses is held at the end of each semester, 2 times per academic year. Analysis of the results of the final certification is carried out by the Chairman of the qualification Commission, appointed from among employers and representatives of practical health care. The results were heard at the pedagogical Council.

#### **The results of the final certification of students of specialty "Laboratory diagnosis" with the qualification 0301015 "Medical laboratory assistant»**

Academic year	Number of graduates	Of them passed the exams:				Academic performance	Quality of knowledge %	Received a diploma with honors
		« 5»	« 4»	« 3»	« 2»			
2016-2017	6	3	3	-	-	100	100	2

The results of the IA are available only for 2017 year, since there was no previous release in this specialty.

Practical classes in special disciplines "methods of clinical laboratory research", "Biological chemistry with clinical and biochemical methods of research", "Hygiene with sanitary and hygienic research" are held in the laboratories of medical organizations of the city, with which signed agreements on mutual cooperation. On the basis of the College, practical classes in these specialties are not conducted due to the lack of full-time teachers and appropriate material and technical equipment.

For self-study students there are computer classes with access to the Internet. There is a library with a reading room (20 seats). The simulation room is divided into separate zones (children's diseases, surgery, obstetrics and gynecology), equipped with models and phantoms. However, the available phantoms and models in a single copy.

To ensure the availability of human resources for each group assigned curators, counseling and psychological assistance provided by psychologists College, Deputy Director of educational work. In the medical College "Avimed" is carried out systematic work on social protection of students with the active participation of the students themselves. Orphans have a 50% discount on tuition fees, students from large and low-income families receive 10% and 20% discount for tuition.

To assess the effectiveness of the educational program conducted a survey of students, employers; open day; employer reviews of College graduates.

#### ***The survey of students conducted during the visit of the VEK NAAR showed that:***

- Overall quality of training programs - "fully satisfied" - **75%**, respondents-**88.2%** satisfaction;
- Teaching methods in General - "fully satisfied" - **66.2%**, respondents -**89.7%**

satisfaction;

- Quality of teaching - "fully satisfied" - **69.1%**, respondents -**83.8%** satisfaction;
- Structuring the content of the course - "fully satisfied" - **50%**;
- Efficiency of teaching methods used- "fully satisfied" -**64.7%**.

### ***Analytical part***

According to the results of the study and analysis of compliance of the evidence base criteria of the Standard to the experts of the WEC were given the documents confirming the criteria of the effectiveness of the educational program. They were introduced to the mechanisms of feedback from consumers of educational services: students, employers. However, there is no corrective action activity on how the results of the evaluation of the OP are used to improve the content of the programme and the way it is implemented.

### ***Strength:***

- Clear and open policy on complaints from students.

### ***Recommendations:***

- To carry out regular evaluation and monitoring of the educational program to encourage continuous improvement of the program.
- To establish work on the introduction of innovative educational technologies, research in the educational program.

***Conclusions of the EEC on the criteria: (strong/ satisfactory/ suggest improvements/ unsatisfactory)***

Quantitative indicators reflecting the compliance of the organization with the standard criteria are as follows::

***Strong positions – 1, satisfactory-5  
suggest improvements-1, unsatisfactory-0***

### ***6.4. Standard " Teachers and teaching effectiveness»***

### ***Evidence part***

The implementation of the OP in the specialty "Laboratory diagnostics" provide 42 teachers, of which 33 full – time teachers (78.6%), part-time-9(21.4%). The staff of the College is staffed in accordance with the requirements of SES RK.

The administration pays special attention to young teachers, the College organizes mentoring, assists in mastering theoretical and practical materials in the content of the program and the organization of the educational process.

According to the legal documents, the annual workload of engineering and teaching staff is determined. The load includes the volume of the number of hours on the subject of teaching, consultations and examinations, supervision. However, there are facts when one teacher is assigned to 3 supervised groups. The performance of the academic load is reflected in the educational journal, in the reports of the teacher on the done educational and methodical work.

For the purpose of educational and software and educational and methodological support of the development of academic disciplines in the field; assist teachers in the implementation of the SES in terms of State requirements to the minimum content and level of training of graduates are 2 PCC. The EEC Commission notes that in order to improve the efficiency of teaching and the full provision of methodological assistance, there is a need to create additional cyclic methodical commissions.

Evaluation of the effectiveness of the quality of teaching is carried out through open classes, mutual classes, master classes, competitions, seminars, conferences, questionnaires "Teacher through the eyes of the student."

Professional development of teachers in the College is carried out in different forms:

refresher courses at the city Institute of advanced training, the national center of advanced training "Orleu", at the School of a young teacher, participation in conferences, seminars, competitions of district, city, national levels.

***A survey of the teaching staff of the College, conducted during the visit of the VEK NAAR, showed that***

- the content of the educational program meets the needs of the teaching staff in **91%** of the respondents.

- the College provides an opportunity for continuous development of teachers ' potential by **79.5%**

- innovation is encouraged at PS **84,1%**

- work on training of PS is put on **81,8%**

- the level of stimulation and involvement of young professionals in the educational process **81.9%**.

#### ***Analytical part***

According to the results of the study and analysis of the evidence base to the criteria of the standard, the experts of the EEC conclude that with a sufficiently flexible organizational structure in the College:

-the mechanisms of introduction of information technologies and innovative teaching methods based on monitoring and evaluation of their use (study, synthesis and dissemination of positive pedagogical experience; development and replication of author's educational and methodical products, etc.) are not enough worked out.

- insufficient involvement of students and teachers in research activities.

#### ***Strengths/best practice***

According to this Standard, the position of the organization of education, in respect of the accredited OP, is satisfactory.

#### ***The recommendations of the WEC:***

- To ensure the compliance of the teaching staff with the qualification requirements and the specifics of the educational program; to attract specialists with experience in the profile.

- In assessing the degree of satisfaction of the teaching staff and students to use the results to improve the implemented educational program.

- Continue to work on the selection of teachers of special disciplines; develop mechanisms to develop and support the capacity of teachers and evaluation of their activities

- To establish cooperation with Kazakhstan and international educational institutions, in order to improve skills, share experience, improve the educational process through the introduction of innovative educational technologies.

- The management of the OP should determine the degree of introduction of information technologies in the educational process of the OP, monitor the use and development of teaching staff of innovative learning technologies, including ICT.

- To intensify the activities of the College administration to improve the level of qualification of the teaching staff of the educational program,

- it is necessary to increase the number of full-time teachers in special subjects.

***Conclusions of the EEC on the criteria: (strong/ satisfactory/ suggest improvements/ unsatisfactory)***

Quantitative indicators reflecting the compliance of the organization with the standard criteria are as follows::

***Strong positions – 0, satisfactory-7,***

***suggest improvements-3, unsatisfactory-0***

#### ***6.5. Standard " Students»***

#### ***Evidence part***

The contingent of students on OP "Laboratory diagnostics" is – 41 people. All are trained in the state language, on a paid basis

Name specialties, qualifications	Accepted training, total	He is studying at the courses				Total enrolled in all courses	The release, anticipated in the 2017-2018 year
Students under the contract	24	4	7			41	-
<b>Total:</b>	24	4	7			41	-

The College accepts students in accordance with the decree of the Government of the Republic of Kazakhstan № 130 dated January 19, 2012 "on approval of the Standard rules of admission to educational institutions that implement professional training programs of technical and vocational education".

Information about the rules and procedures for admission is available in booklets, brochures, which were distributed during the "open Days". The applicant has the opportunity to get advice in the admissions office, which begins its activities on June 1. The College is actively engaged in career guidance work, held "open Day", visited secondary educational organizations of the city and region.

For students of the first course is carried out activities for the adaptation of students, psychological and pedagogical support.

For the effective organization of the educational process in the College developed the basic documents regulating educational activities: the Charter of the College, the internal regulations, the schedule of the educational process, the schedule of training sessions.

The existing system of assessments in the College is based on the Standard rules of the current monitoring of progress, intermediate and final certification of students in the organizations of technical and vocational, post-secondary education, approved by the Order of the Ministry of education №125ot 18.03. 2008.

For students there is a system of discounts on tuition fees. The program of professional practice meets the state standards of technical and vocational education, fully meets the goals and objectives of training. Throughout the entire period of the internship, students receive Advisory assistance from the heads of practice, as well as by persons responsible for practical training in the field.

Employment rates of graduates of the OP is 66.6%.

During the visit, the experts of the EEC noted the presence of mechanisms for monitoring the satisfaction of students with the activities of the TVE organization as a whole and individual services, in particular, however, corrective actions to improve the positions are not presented.

***The results of a survey of students conducted during the visit of the VEK NAAR.***

Thus, the Survey showed **94.1%** complete satisfaction of students in relation to the procedures and the results of the assessment of their knowledge and skills.

Fully satisfied that "Teacher provides an objective assessment of achievements of students", 72.1% of respondents with **97.1%** customer satisfaction.

- Objectivity and fairness of teachers" fully satisfied " **75%** of respondents-**95.6% satisfaction**;

- Fairness of examinations and certification" fully satisfied " **77.9%** of respondents -**92.6% satisfaction**;

- 77.9% of respondents are "completely satisfied" with the tests and examinations- **100% satisfaction.**

***Strengths/best practice***

- ***Providing confidentiality regarding student counseling and support.Рекомендацши ВЭК:***

- To provide full information on the strategy used for their evaluation, changes in the



policy of the educational program.

- To strengthen the work on the involvement of students in research work in special disciplines.

- To work to provide non-resident students with a hostel.

- It is necessary to establish a system of academic counseling students on issues related to the choice of elective classes, career planning.

**Conclusions of the EEC on the criteria: (strong/ satisfactory/ suggest improvements/ unsatisfactory)**

Quantitative indicators reflecting the compliance of the organization with the standard criteria are as follows:

**Strong positions-1, satisfactory -5,  
suggest improvements-2, unsatisfactory-0**

#### 6.6. Standard " Educational resources»

##### **Evidence part**

In College for implementation of OP 12 classrooms are organized, 2 of them combine 8 classrooms. There are no labs in College. Practical classes in special disciplines: "methods of clinical laboratory research", "Biological chemistry with clinical and biochemical methods of research", "Microbiology, Virology with the technique of microbiological research" are held in the medical organizations of the city, with which agreements on mutual cooperation are concluded.

For self-training of students there are computer classes, with Internet access, a library with a reading room (20 seats) physical education Classes and health activities are held in a sports hall with an area of 750 square meters.m equipped on the territory of the College, as well as the College operates a medical center.

To provide students with food contracts between medical College "Avimed" IP mukhametova A. (canteen) building B, SP Karova S. K. (dining room) main building.

##### **Analytical part**

Medical College demonstrates the availability of web resource ([www.avimed.kz](http://www.avimed.kz)), reflecting the mission, strategic goals and objectives of the medical College website in two languages (state, Russian), which requires updating and improvement.

There is no system of e-timetables, local area network, in-house laboratories.

The book Fund on the accredited OP makes 694 copies in the state language, 363 in Russian. However, there is a lack of educational literature on special subjects, including the state language.

The Fund of the library of the medical College is annually equipped with new educational, scientific and medical literature.

##### **Strengths/best practice**

The presence of three academic buildings, allowing to accommodate a sufficient number of students. During the reporting period, the number of students was 2428.

##### **The recommendations of the WEC**

- To continue work on strengthening the material and technical base, in accordance with the identified needs and priorities.

- To replenish the book Fund of educational and methodical literature on special subjects in paper and electronic media, periodicals in the context of languages of instruction.

- The management of the OP should determine the degree of introduction of information technologies in the educational process of the OP, monitor the use and development of teaching staff of innovative learning technologies, including ICT.

- Continue work on equipping classrooms with interactive whiteboards.

- Provide support for distance education for PPP.
- To provide students with consumables, to organize specialized laboratories equipped with modern laboratory equipment, utensils and furniture.
- To introduce an automated system for testing the educational process (ASTOP).
- Diversify and make the College website more informative.

**Conclusions of the EEC on the criteria: (strong/ satisfactory/ suggest improvements/ unsatisfactory)**

Strong-0

Satisfactory -2

suggest improvements-9

unsatisfactory-0

## **(VII) REVIEW STRENGTHS/ GOOD PRACTICES FOR EACH STANDARD**

### ***Standard 1. "Mission and leadership»***

- Defined mission, goals and expected outcomes of the educational program communicated to stakeholders (web site: www.avimed.kz TV educational buildings).
- Timely review of the mission, purpose and policies of the College
- Involvement of teachers and students in the management of the educational program, ensuring their quality.

### ***Standard 2. «Educational program»***

- According to this Standard, the OP position is satisfactory.

### ***Standard 3. "The effectiveness of the educational program»***

- Transparency of information on complaints from students

### ***Standard 4. "Teachers and teaching efficiency»***

- According to this Standard the position of the organization of education, concerning the accredited OP, satisfactory.

### ***Standard 5. «Studying»***

- Providing confidentiality regarding student counseling and support.

### ***Standard 6. «Educational resources»***

- According to this Standard the position of the organization of education, concerning the accredited OP, satisfactory.

## **(VIII) REVIEW RECOMMENDATIONS FOR IMPROVING QUALITY**

### ***Standard 1. "Mission and leadership»***

- To review the strategic development plan, corresponding to the stated mission of the educational program, taking into account the requirements of employers, to appoint terms and responsible for the implementation of the strategic plan.
- To develop a set of measures through which the personnel policy can be implemented, to increase the number of staff teachers in special disciplines implemented by the OP.

### ***Standard 2. «Educational program»***

- Bring the working curricula in line with the Model curriculum.
- To introduce disciplines in priority areas of health care, to allocate the amount of time for the component of specialization, taking into account the requirements of the labor market.
- To pay attention to the need to ensure transparency of the evaluation criterion, reflecting the established basic and professional competence, reflected in the educational and methodical complexes and working curricula of the disciplines of learning outcomes.
- To establish an operational link between the educational programme and the subsequent

training of laboratory staff.

***Standard 3. "The effectiveness of the educational program»***

- To carry out regular evaluation and monitoring of the educational program to encourage continuous improvement of the program.
- To establish work on the introduction of innovative educational technologies, research in the educational program.

***Standard 4. "Teachers and teaching efficiency»***

- To ensure the compliance of the teaching staff with the qualification requirements and the specifics of the educational program; to attract specialists with experience in the profile.
- In assessing the degree of satisfaction of the teaching staff and students to use the results to improve the educational program.
- Continue work on the selection of teachers of special disciplines.
- To establish cooperation with Kazakhstan and international educational institutions, in order to improve skills, share experience, improve the educational process through the introduction of innovative educational technologies.

***Standard 5. «Studying»***

- To provide full information on the strategy used for their evaluation, changes in the policy of the educational program.
- To strengthen the work on the involvement of students in research work in special disciplines.
- To work to provide non-resident students with a hostel.

***Standard 6. «Educational resources»***

- To continue work on strengthening the material and technical base, in accordance with the identified needs and priorities.
- To replenish the book Fund of educational and methodical literature on special subjects in paper and electronic media, periodicals in the context of languages of instruction.
- The management of the OP should determine the degree of introduction of information technologies in the educational process of the OP, monitor the use and development of teaching staff of innovative learning technologies, including ICT.
- Continue work on equipping classrooms with interactive whiteboards.
- Provide support for distance education for PPP.
- To provide students with consumables, to organize specialized laboratories equipped with modern laboratory equipment, utensils and furniture.
- To introduce an automated system for testing the educational process (ASTOP).
- Diversify and make the College website more informative.

**(IX) REVIEW RECOMMENDATIONS FOR THE DEVELOPMENT OF EDUCATIONAL ORGANIZATIONS**

- To update the work on the implementation and further certification of the international quality management system.
- To consider the possibility of providing a hostel for non-resident students.

**Annex 1. Estimated table PARAMETERS «SPECIALIZED ACCREDITATION»**

№ п/п	Evaluation criterion	Position of the organization of education			
		Strong	Satisfactory	Assumes improvement	Unsatisfactory
<b>The standard «MISSION AND LEADERSHIP»</b>					
1	The College of medicine should identify the mission, objectives and expected outcomes of the educational program and bring them to the attention of the stakeholders.	+			
2	The mission, goals and expected outcomes of students are periodically reviewed to reflect:				
	professional standards of technical and professional, post-secondary education in medical and pharmaceutical specialties;		+		
	needs and expectations of stakeholders.	+			
3	The medical College should have a strategic development plan that is consistent with the stated mission of the educational program and ensures the achievement of the final results of training..			+	
4	The medical College must guarantee representation from teachers and students in the management of the educational program, ensuring their quality.	+			
5	Documentation and publication must be accurate and reliable. References to offers, results, accreditation/approval status of the program, schedule of the educational process, personnel and admission policies, evaluation policies, program completion requirements for qualification, tuition fees must be accurate and reliable.			+	
6	The academic policy of the medical College is coordinated with the training program for specialists with secondary medical and pharmaceutical education. This policy is aimed at achieving the mission, goals and expected results of students and is fair, fair, published, revised to improve the quality of the educational program.		+		
<b>Total</b>		3	2	2	0
7	Educational and program documentation: model curriculum, model work curricula and programs, individual curricula meet the objectives, the content of the educational program to achieve the expected learning outcomes.			+	
8	The medical College should use an educational program and teaching and learning methods based on modern learning principles that stimulate, prepare and support students and ensure that students have responsibility for their learning process.			+	
9	Medical College should give a description of the content, scope		+		

	and sequence of courses and other elements of the educational program to ensure adherence to the principles of studying the cycle of disciplines, United in the modules according to the principle of integrated education.				
10	The College of medicine should set a certain amount of time for the specialization component in the profile, which includes the disciplines in priority areas of health, taking into account national and regional needs.			+	
11	The medical College must ensure that students acquire sufficient knowledge and clinical and professional skills in order to assume responsibility for health promotion, disease prevention and helping patients.		+		
12	Contracts, written agreements with medical organizations, which were clinical bases for practical training, are valid, determine the expectations of all participants and provide protection for students.		+		
13	The medical College guarantees various assessment methodologies that reflect established basic and professional competencies, and evaluate the achievement of learning outcomes of learners.			+	
14	Work curricula and syllabuses of academic disciplines should be regularly reviewed in accordance with the objectives and results of the educational program, to ensure the integrity, rigor and relevance.		+		
15	The medical College must provide an operational link between the educational program and the subsequent stages of professional training (bachelor's degree, specialization, NPR/NMO) or practice, which the student will start upon completion of training.			+	
<b>Total</b>			4	5	0
<b>Стандарт «ЭФФЕКТИВНОСТЬ ОБРАЗОВАТЕЛЬНОЙ ПРОГРАММЫ»</b>					
16	Within the framework of the educational program, a student evaluation plan is determined and implemented, which establishes the fact of achieving the expected results of the program of students ' learning and assesses the effectiveness of the program.		+		
17	Surveys and other data sources are used to collect information about the level of satisfaction of students, former students and employers and demonstrate the achievements of graduates. The collected data include, among others, percentage of graduates, the percentage successfully passed the exam to receive a certificate, and the employment rate.		+		
18	Data on the overall results of students show the effectiveness of the program in achieving its mission and goals, as well as the expected results.		+		
19	The teachers ' combined results are consistent with and contribute to the achievement of the mission and goals of the educational program and the expected results of the students.		+		
20	The education programme has a clear and open policy on complaints from students, and information from official complaints is used, if necessary, to facilitate continuous improvement of the programme.	+			
21	The monitoring system of the educational program includes the		+		

	determination of the degree of satisfaction with the quality of education of students and employers.				
22	The College of medicine has mechanisms for approval, regular evaluation and monitoring of the educational program and the issues.			+	
<b>Total</b>		1	5	1	0
<b>Standard "TEACHERS AND TEACHING EFFECTIVENESS»</b>					
23	The medical College must ensure that the qualifications of teachers match the profile of the disciplines taught.			+	
24	The teaching staff providing the program should be represented by specialists in the relevant fields of knowledge covered by the educational program.			+	
25	Mentors, if available, should be qualified professionals with relevant experience of practical work and their job responsibilities should be clearly documented.		+		
26	The number of full-time teachers should be sufficient to ensure that the results of student learning and the results of the program will be achieved.			+	
27	Teachers should take part in continuous development and receive support for educational and distance technologies.		+		
28	The College of Medicine must identify and implement an employee performance and development policy that:				
29	ensures that clinical activities and research are used in teaching and learning;		+		
30	guarantees the adequacy of the knowledge of each employee of the educational program, which includes knowledge of the methods of teaching / learning and the general content of the educational program, and other disciplines and subject areas in order to stimulate cooperation and integration;		+		
31	includes training, development, support and evaluation of the activities of teachers, which involves all teachers, not only newly recruited, but also teachers, drawn from practical health care.		+		
32	The medical college monitors the activities of the teaching staff, systematically assesses the competence of teachers, and a comprehensive assessment of the effectiveness of the quality of teaching.		+		
33	A systematic assessment of the activities of teachers demonstrates competences that are consistent with the goals and outcomes of the educational program.		+		
<b>Total</b>		0	7	3	0
<b>Standard "STUDENTS»</b>					
34	Changes in policies, procedures and information about the educational program are reported clearly, consistently and in a timely manner to the students.			+	
35	The College of Medicine guarantees the quality of programs and releases on the basis of regular feedback from employers, representatives of industrial practice and other relevant organizations.		+		
36	Trainees should be clearly informed about the evaluation strategy used in their program, about exams or other methods and criteria			+	

	for evaluating their knowledge, skills and attitudes.				
37	The College of Medicine must:				
38	have a system of academic counseling for their students, which includes issues related to the choice of optional classes, career planning, the appointment of mentors (mentors) for individual students or small groups of students.		+		
39	offer a student support program that addresses social, financial and personal needs, which includes support in connection with social and personal problems and events, health and financial problems, access to health care, immunization programs and health insurance, as well as financial assistance services in form of material assistance, scholarships.		+		
40	allocate resources to support students		+		
41	Ensure confidentiality regarding counseling and support.	+			
42	The College of Medicine must identify and implement a policy of representation of students and their respective participation in the development, management and evaluation of the educational program, and other student-related issues that includes student self-government, the participation of student representatives in the boards of the medical college and other relevant bodies, and in public activities and local health projects.		+		
<b>Total</b>		1	5	2	0
<b>The standard "EDUCATIONAL RESOURCES"</b>					
43	The medical college must ensure that the resources used to organize the learning process are sufficient and meet the requirements of the educational program being implemented.			+	
44	The budget and material resources are in sufficient quantities to ensure that the program achieves its mission, goals and expected results. Verification of the sufficiency of resources is made on a periodic basis and, if necessary, the resources are modified.			+	
45	Academic support services provide quality and are regularly checked for compliance with the educational program and the needs of students. There is a certain procedure for regular verification of the sufficient volume of academic support services provided under the program.			+	
46	Academic support services, available through the educational program, ensure the implementation of the mission and achievement of the expected results of students and at least include the following:				
47	computer and technological services;			+	
48	library services;			+	
49	support of distance education, if necessary;			+	
50	consultancy services, including career counseling in health care;		+		
51	other support services for students (for example, literary centers, support services for persons with disabilities), if they are relevant to the program.		+		
52	The resources are sufficient in volume, level, variety and quantity to support the OP, the research program, and the intellectual and cultural development of students, teachers and staff.			+	
53	The medical college has the necessary resources for acquiring			+	

	practical skills for students and mastering professional competencies, including specialized laboratories, mannequins, simulators, simulation equipment, as well as clinical bases of practical public health.				
54	The College of Medicine must guarantee integration with intramolecular electronic resources, the availability of comparative information (benchmarking) about the achievements of the implementation of the educational program against the background of other specialties (training areas) in the medical college.			+	
<b>Total</b>		0	2	9	0
<b>Total</b>		<b>5</b>	<b>25</b>	<b>22</b>	<b>0</b>

