



INDEPENDENT AGENCY FOR  
ACCREDITATION AND RATING

# REPORT

**on results of work of the External Expert Committee  
on assessment of the  
0305000 “Laboratory diagnostic” specialty;  
Qualification: 0305013 “Laboratory assistant”  
for compliance with requirements of the specialized  
accreditation standards  
of the Kazakh-Russian Medical College NEI  
April 05-07, 2017**

Petropavlovsk 2017

**INDEPENDENT AGENCY FOR ACCREDITATION AND RATING**  
**External Expert Committee**

*Addressed to*  
*Accreditation Council of the IAAR*



Independent agency for  
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In accordance with the Order of the Independent Agency for Accreditation and Rating No.14-17-OD dated May 16, 2017 the External Expert Committee conducted an assessment of compliance of the educational activity of the Kazakh-Russian Medical College NEI with standards of institutional and specialized accreditation of the Independent Agency for Accreditation and Rating (IAAR).

The report of the External Expert Committee contains an assessment of the activity of the education institution upon criteria of the IAAR, recommendations for the Accreditation Council on further improving of the activity and parameters of specialized profile of the Kazakh-Russian Medical College NEI.

External Expert Committee has worked in the following membership:

1. **The chairman of the commission** is Katpenova Saule Atantayevna, the director of SME "Kostanay Medical College" (Kostanay);
2. **The foreign expert** - Turitsa Anna Anatolyevna, the principal of FGOU IN Omsk the state medical university (Omsk, the Russian Federation);
3. **The expert** is Nurgaliyeva Ainur Tleugaliyevna, the manager of EMA 'I OO "Educational clinical center "Odontology" (Astana);
4. **The expert** is Kashkinbayev Yerlan Tursynbayuly the chief researcher of JSC Medical University Astana (Astana);
5. **The expert** is Lokteva Tatyana Aleksandrovna, the director of limited liability partnership Vitava" (Petropavlovsk);
6. **The employer** is Isina Roza Konstantinovna, the senior midwife "MSE on REA" City hospital №1" (Petropavlovsk);
7. **The student** is Bayazitova Almagul Maralovna the student of 3 course, the North Kazakhstan professional teacher training college (Petropavlovsk);
8. **The observer from the Agency** –Jakenova Alisse Satbekovna, the principal of medical projects of the Agency (Astana).

## CONTENT

1. REPRESENTATION OF MSE ON REA "NORTH KAZAKHSTAN MEDICAL COLLEGE" .....	4
2. GENERAL ASSESSMENT OF THE EDUCATIONAL ACTIVITY OF MSE ON REA "NORTH KAZAKHSTAN MEDICAL COLLEGE" .....	6
3. DESCRIPTION OF THE VISIT OF EEC .....	6
4. THE DETAILED ANALYSIS OF COMPLIANCE OF ACTIVITY OF MSE ON REA "NORTH KAZAKHSTAN MEDICAL COLLEGE" TO STANDARDS OF INSTITUTIONAL ACCREDITATION .....	7
<i>STANDARD "MISSION AND ADMINISTRATION"</i> .....	7
<i>STANDARD «EDUCATIONAL PROGRAMS»</i> .....	9
<i>STANDARD EFFECTIVENESS OF THE EDUCATIONAL PROGRAM</i> .....	12
<i>STANDARD "TEACHERS AND EFFICIENCY OF TEACHING"</i> .....	15
<i>STANDARD "STUDENTS"</i> .....	18
<i>STANDARD "EDUCATIONAL RESOURCES"</i> .....	20
SPECIALIZED PROFILE PARAMETERS .....	23

## 1. REPRESENTATION OF MSE ON REA "NORTH KAZAKHSTAN MEDICAL COLLEGE"

The North Kazakhstan medical college is one of the oldest educational institutions in Kazakhstan. The history of the college began on the 25<sup>th</sup> of December in 1930 when the medical school with two departments was opened. In 1936 it was renamed into paramedical-obstetrician school, which was reorganized into Petropavlovsk medical specialized school in 1954. In 1994 medical specialized school was transformed into Petropavlovsk medical college. Since the 5<sup>th</sup> of January, 2003 there was the decision of the akimat of the North-Kazakhstan region, the regional Department of justice re-registered Petropavlovsk medical College, the following name was installed: State municipal state enterprise "North Kazakhstan medical College" of the akimat of North-Kazakhstan region of the Ministry of Health of the Republic of Kazakhstan. In 2007 college was renamed into State Public Enterprise «North Kazakhstan medical college» of akimat of North Kazakhstan region the Ministry of Health of Republic of Kazakhstan. Since the 21<sup>st</sup> of January it is a municipal state enterprise on the right of economic management «North Kazakhstan medical college» of akimat of North Kazakhstan region the Department of Health of North Kazakhstan Region. Since 17.04.2017 year, The municipal state enterprise on the right of economic authority " The North Kazakhstan medical college" of municipal state agency of akimat of the North Kazakhstan region Department of Health"

The head of the College is Akhmetov Marina Bolegenova, obstetrician and gynecologist of the highest qualification category on specialty "Public health/social hygiene and health organization", excellent health, chief freelance specialist in medical and pharmaceutical education and science.

The legal address of the college: North Kazakhstan region, Petropavlovsk, 150013, Shukhov str., 42, phone number 8(7152) 508560, e-mail: [mediksko@mail.ru](mailto:mediksko@mail.ru) , website [www.mksko.kz](http://www.mksko.kz)

Departmental affiliation – Ministry of Health of Republic of Kazakhstan.

Type of ownership – municipal state enterprise on the right of economic management.

Main kind of activity - educational.

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

- 1. Organization chart of municipal state enterprise on the right of economic authority «North Kazakhstan medical college» of akimat of the North Kazakhstan region Department of Health of the 21<sup>st</sup> of January, 2013 №18;
- Certificate of state registration of rights to real estate and transactions with it № 15:234:010:067:42:A/A of the 15<sup>th</sup> of January 2002.
- Certificate of state re-registration of a legal entity № 964-1948-01- GP, given by the Department of Justice of the 19<sup>th</sup> of February 2013;
- 4. statistical card, given by the KR statistical agency of the 31<sup>st</sup> of January, 2007 №4768-1948-GP;
- taxpayer certificate of the 24<sup>th</sup> of April 2007 №48140025408.

Authorized body is municipal state agency of akimat of the North Kazakhstan region Department of Health

College owns the state property on the right of operative management. There are conclusions of the sanitary and epidemiological service and state fire control for the use of the educational building.

The College provides its education in accordance with article 9 of the Law of the Republic of Kazakhstan "On licensing", under a General state license № KZ46LAA00008782 from the 17<sup>th</sup> of April, 2017 issued by the Department of control in education in the North Kazakhstan region of Committee for control in education and science Ministry of education and science of the Republic of Kazakhstan in the field of:

0301000 «Curative Affair» with qualification 0301013 «Doctor assistant»;

0301000 «Curative Affair» with qualification 0301023 «Obstetrician»;  
0302000 «Nursing Affair» with qualification 0302033 «A nurse of general practice »;  
0304000 «Stomatology» with qualification 0304033 «Dentist»;  
0305000 «Laboratory diagnostics» with qualification 0305013 «Laboratory assistant»;  
0306000 «Pharmacy» with qualification 0306013 «Pharmaceutist »;  
0307000 «Orthopedic stomatology» with qualification 0307013 «Dental mechanic».

In 1998 the department of advanced training for mid-level medical workers and pharmaceutical workers was opened.

Since April 2013, there is quality control department started to work at the College.

The training is provided by the state educational order at the expense of budgetary funds and on a fee basis with full compensation of tuition. In 2016 – 2017 academic year the contingent of students made up 1155 people, including on the state order - 254 people, with full compensation for the cost of training – 901. Training language are Kazakh, Russian. In the Kazakh language study 189 people in Russian – 966 people. Training of specialists in state language is carried out since 1994 on the specialties «Nursing Affair» and «Curative Affair». Full-time education is carried out based on the basic secondary education and general secondary education. In 2013, evening form of education on specialties 0302000 "Nursing Affair" 0302033 with the qualification "A nurse of General practice" and 0306000 "Pharmacy" with qualification 0306013 "Pharmaceutist" according to the order №297- U of the 26th of September, 2013 was opened. One of the main condition of admission rules for this training form is to work in the medical and pharmaceutical organizations of the city and region. Nowadays there are 224 people studying on the specialty «Nursing Affair» and 88 people on the specialty «Pharmacy».

The last state attestation was carried out in 2012 in accordance with the decree of the Chairman of the Committee for control of medical and pharmaceutical activities of the Ministry of Health of the Republic of Kazakhstan of the 12<sup>th</sup> of November, 2012 № 856 «On providing state attestation of municipal state enterprise on the right of economic management «North Kazakhstan medical college» College was certified for a period of 5 years in accordance with the decree № 950 of December 4, 2012 «On the results of the state attestation of municipal state enterprise on the right of economic management «North Kazakhstan medical college».

College consists of 2 buildings, with a total area of 5918,7 sq. meters, connected by a covered way, put into operation in 1984. Studies area is 2289,02 sq. meters. 2,0 sq.m are the share of one student that conforms to requirements of sanitary standards and safety regulations.

There are studies of administration departments and the assembly hall for 135 seats in the administration building. Studies and laboratories are organized and function according to the subjects of the curriculum. Physical training classes and health promotion programs are conducted in standard gym equipped with modern gym apparatuses. There is a ski lodge, changing rooms for boys and girls, shower room. There is a football field with the area of 0,3562 h. on the territory of college.

In 2014-2015 academic year simulation center with the equipment was opened. The center consists of 5 classrooms which are made for clinical bases, which are intended for the certification of medical workers, cabinet for computer testing and study for audio and video watching.

There is no dormitory in the college. In 2015, the Decree of Akim of the region on the allocation of land for construction of hostels for students was signed. At present the allocation of funds from local budget is planned. Nonresident students live in rented apartments.

The college has a canteen for 120 sitting places. Medical center located on the ground floor with a separate entrance and consists of a treatment room, immunization, office of admission of outpatients. Students' medical servicing is carried out on registration to PNI " Денсаулық "

The studying base of the college is presented by 27 studies and 4 laboratories. Rooms, intended for them, satisfy the sanitary and hygienic requirements, the amount of students, contain the educational equipment and special furniture provided by the rules, they allow

observing the safety rules for carrying out practical and laboratory works. Design of all pre-clinical practice cabinets is as close as possible to the future specialist's workplace.

College is provided with all informational resources and connected with broadband high-speed Internet access. The website is awarded with the diploma of the first degree of the regional competition "The Best Website of the Educational Organization" in 2015 and 2016. There are 2 computer classes and a conference hall. Within the framework of teaching of general, professional and special disciplines 7 interactive boards are used. The study of normal and pathological anatomy in 2016 was equipped with 11 personal computers and "3D interactive medical application" Sanator "

In 2016 the program "Library business" was acquired, which allowed to automatize the library fund and to create an electronic library. In the conference hall there is a multimedia installation with a projector "EPSON". For qualitative training and the professional practice the list of 24 basic MO was approved by the order of 30.05.2014 № 197 by the North Kazakhstan region Department of Health .

## **2. GENERAL ASSESSMENT OF THE EDUCATIONAL ACTIVITY OF MSE ON REA "NORTH KAZAKHSTAN MEDICAL COLLEGE"**

The report on a specialized self-assessment of MSE on REA "North Kazakhstan Medical College" is submitted on 121 pages and contains 22 appendices according to the standards. The submitted Report reflects results of a self-assessment according to standards of specialized accreditation of medical colleges. When carrying out a specialized self-assessment by college the commissions on a self-assessment were created, responsibility of members of the commission was defined, the plan for a self-assessment and the independent student's analysis was developed, working meetings of members of the commission with students and the staff of the departments providing educational process were held and offers and recommendations about further improvement and development of college were discussed.

## **3. DESCRIPTION OF THE VISIT OF EEC**

Visit the External Expert Committee in the LLP MSE on REA "North Kazakhstan medical College" was organized in accordance with the program agreed with the Chairman of the EEC, Director of the College and approved by the Director of the IAAR (Appendix).

During the preliminary meeting of members of the External Expert Committee (EEC) of the IAAR was held in 02.05.2017 year. During the organizational meeting the visit program was appointed, responsibilities of the members of the EEC were distributed. A brief overview of the Report on specialized self-evaluation MSE on REA "North Kazakhstan medical College" identifies additional information that must be requested from the College for a full awareness of the members of the EEC to conduct of specialized accreditation. To obtain objective information on the assessment activities of the College the following methods were used: visual examination, observation, interviewing employees of different departments, teachers, students, alumni and employers, surveys of faculty and students. There are 259 people took part at these meetings. (see table 1).

Table 1 Data on staff and students who participated in the meetings with EEC IAAR

<b>Category of participants</b>	<b>Quantity</b>
Director	1
Deputies Director	5
Heads of the departments	5
The chairmen of the CMC	5
Teachers	61
Students	160
Graduates	15

Employers	7
<b>Total</b>	<b>259</b>

The program of the visit of the EEC is fully implemented. From the staff of MSE on REA "North Kazakhstan medical College" ensured the presence of all persons listed in the visiting program.

During the visit members of EEC interviewed the management, teachers and students, graduates and employers. In accordance with the program of the visit members of the EEC visited theoretical and practical classes. In accordance with the accreditation there was on-line survey of 61 teachers and 74 students. The work conditions were created and access to all necessary information resources was provided. The Commission notes the high level of corporate ethics and assistance of the staff in providing information to EEC members.

Recommendations for improving the activities of the College, developed by EEC on the results of the examination, were verbally presented at the meeting with the leadership of the 5th of May 2017.

#### 4. THE DETAILED ANALYSIS OF COMPLIANCE OF ACTIVITY OF MSE ON REA "NORTH KAZAKHSTAN MEDICAL COLLEGE" TO STANDARDS OF INSTITUTIONAL ACCREDITATION

##### **STANDARD "MISSION AND ADMINISTRATION"**

The mission, goals and objectives of the national education system and the relevant requests of potential consumers are based on the definition of the mission, the goal and the expected results of the educational program. The mission and objectives of the EP are shared by the staff, participating in the implementation of the educational program, published and available to all interested people.

Teachers, students, employees of the college and representatives of health organizations took part in the development of the mission, goals, objectives, who made suggestions for the improvement of educational process and medical training.

Teaching staff of the College sets goals and objectives for the growth of competitiveness of educational services in accordance with the concept of development of the MSE on REA "North Kazakhstan medical College" DH NKR, vision, mission and policy of the educational organization.

The stated mission and strategic goals contain a description of the educational process, which allows to prepare specialists with secondary medical education, having basic, professional and special competencies in accordance with the specialty and who is able to perform professional tasks in the health care system.

##### **Mission:**

Qualitative professional education based on a combination of classical traditions of medical schools and modern educational technologies, high qualification of teaching staff, duration of the process of preparation and professional development of specialists in the field of healthcare, competitive in the Kazakhstan and international labor markets.

**Aim:** to train qualified specialists for the relevant healthcare sectors, creating the necessary conditions for the acquisition of professional education aimed at the formation, development and professional development on the basis of national and universal values, the achievements of science and practice.

##### **Objectives:**

- 1) to develop the medical education with the participation of strategic foreign partners, aimed at the preparation of competitive specialists, oriented to work in state medical organizations and abroad that are able to work in conditions of internal and external market relations;



- 2) to introduce the new competencies and roles of specialists in the health system;
- 3) to form on the basis of college the higher nursing school with the program of applied bachelor degree

The mission and strategic goals are periodically revised to reflect the standards of technical and professional, postsecondary education on medical and pharmaceutical specialties, the needs of society in health services.

North Kazakhstan medical College has strategic development plan that defines all types of activities which is approved by the authorized body of the college. The concept and the strategic plan is reviewed once in 5 years in accordance with the new State program of development of health and education of Kazakhstan and normative legal acts of Kazakhstan.

The strategic plan of MSE on REA "The North Kazakhstan Medical College is directed to realization of the mission and the end results of the educational program. The basic elements of the plan are:

1. improvement of quality of medical education (introduction of innovative technologies in educational process, development of EMC on disciplines and their improvement taking into account modern requirements, improvement of the FSC procedure);
2. training of the specialists capable to compete in the world markets of work (perspective introduction of dual training);
3. implementation of educational activity with participation of strategic foreign partners (participation in the international actions for the purpose of exchange of experience using of the advanced educational technologies);
4. expansion of system of social partnership, development of target training for the enterprises and employers. (strengthening of a role of social partners in the organization and carrying out of EP and PP assistance in employment).

The college belongs to the health care system and is subordinated by the Department of Health of the Akimat of the North Kazakhstan region. The structural units work according to the plans considered at the Pedagogical Council and approved for the academic year, in accordance with the Concept of the College Development for 2014-2019. Implementation of the plan is controlled by the heads of departments, the owners of processes with the aim of continuous improvement of activities.

Management of the college is carried out in the following stages:

1. Operational management - weekly meetings with the director;
2. Strategic management - conducting pedagogical, methodical, administrative and guardian councils.

The medical college systematically collects, accumulates and analyzes information about its activities, on the basis of which it determines policies and develops strategic and tactical plans. The management of the college, administration, engineering staff, students, social partners are involved in the planning process.

***Strengths:***

- all kinds of activities on the accredited EP are carried out according to the mission and the strategy of college;
- revision of the mission, goals and policies is carried out timely;
- information about the mission, goals and objectives of the medical College is available to all interested parties ;
- participation of staff in discussion of the mission and goals took place according to the available procedure providing an involvement of all interested parties as at a planning stage, and executions of the made decisions;
- the mission of the College meets the objectives of the development of the region, the country, the national system of technical and vocational education.

***Weaknesses:***

- insufficient organization of teachers' activity in creation of electronic books.

***Recommendations:***

- to improve the involvement of students, faculty and employers for the amendment and revision of educational programs.

*ECE notes that by 7 criteria of this standard the college has strong positions*

### **STANDARD «EDUCATIONAL PROGRAMS»**

The educational program ("EP") is developed in accordance with the mission, strategic goals and the cumulative expected results of the students and reflects the needs and expectations of the community сообщества. EP on the specialty "Laboratory Diagnostics" is characterized by a sequence of goals, structure and content of the program, policies and procedures for admission of students; methods of teaching, the quality of training and achievements of students, and the adequacy of resources to support and improve educational programs.

Educational activity of the specialty 0305000 "Laboratory diagnostic" with qualification 0305013 "Laboratory assistant" is carried out in accordance with State General Standard of RK 4.05. 145-2010, which was approved and put into action by the order of MH of RK №378 of May 24, 2010. Since 2016 educational activities of specialties of the 2016-2017 years have been carried out in accordance with State general standards of technical and professional education on the medical specialties of 2016.

The list and extent of disciplines of an obligatory component are determined by the standard training plan. The curriculum includes compulsory subjects, optional courses and consultations.

The educational program reflects modern scientific achievements in the field of public health in improving of delivery of the qualitative medical help to the population in accordance to the State Program for Health Development of the Republic of Kazakhstan "Саламатты Қазақстан" for 2011-2015, "State Health Program of the Republic of Kazakhstan «Денсаулық» for 2016-2020"; the standards of the educational process are taken into account, included the necessary competence of specialists, corresponding to the level of the qualification. Determining the content of the EP, teachers of special disciplines are guided by normative documents and acting orders of the Ministry of Health of the Republic of Kazakhstan.

Teachers and employers are involved in the process of determining the content of the EP, the development and improvement of the PP programs.

The medical college plans and integrates innovative technologies in the educational program.

The educational process is carried out in accordance with the mission of the college and planned priorities of the development where synthesis of education and innovation is planned, it allows to introduce new educational technologies, to form college graduates professional competences providing their competitiveness on the local and international market of medical services.

Teachers use the following technologies: Information and communication technology (ICT), elements of critical thinking technology, technology of project training, the technology of problem training, game and interactive technologies.

Analysis on using of the innovative technologies and the exchange of experience are taken place at the meetings of the "School of experienced teachers", "School of a young teacher", methodical and pedagogical councils, demonstrative lessons and attendances of classes, meetings of regional CMC of TPE organizations.

Monitor of the effectiveness and efficiency of implementation of innovative technologies and using of active methods of learning is performed by thematic sections on subjects, the current, midterm and final certification of students and their participation in contests, projects, competitions and conferences.

In 2015-2016 academic year, the students' activity is increased, the students participated in 34 competitions of international, republican, provincial and city scale, there are 22 prize places

(1st place - 6, II place - 11, III place - 5). They performed at 4 regional, republican conferences and online conferences.

The sequence of studying subjects, the distribution of teaching time is performed according to the interdisciplinary connections.

The medical college defines and includes in the educational program the achievements of basic biomedical sciences in order to form the students' understanding of scientific knowledge, concepts and methods that are fundamental for the acquisition and application of clinical knowledge. At various stages of the educational program basic biomedical sciences are integrated with special disciplines.

The principle of continuity is traced by making and the approving of working programs of theoretical and practical training of students. Regional needs and employers' needs are considered when developing these programs.

The main objectives of the EP in accordance with the mission of the college on the specialty of "Laboratory Diagnostics" are the formation of general biological, medical thinking and development of practical skills of conducting various methods of diseases diagnosing in laboratories of the appropriate profile of a medical organization.

Industrial training and professional practice (EPP- laboratory assistant of nursing care, medical assistant) included in the curriculum, can expand the acquired professional experience.

Practical training is carried out on the basis of the medical college and teaching hospitals and performs the most important task in training future specialists - it forms a system of professional knowledge, skills and competencies that determines the level of professional qualification of a specialist. The main goal of practical training is to raise the level of professional culture and awareness of professional responsibility for the timely and competent delivery of qualified medical help.

To implement the program on the specialty "Laboratory Diagnostics", there are agreements with 17 medical organizations have been concluded to the conduct of professional and training and industrial practices. The medical college ensures the acquisition of appropriate students' clinical experience and has the necessary resources for practical training, includes a sufficient number and categories of patients and a basis for practical training.

Monitoring of satisfaction at the end of practice is conducted by means of questionnaires of students and employers.

There were 40 students took part in this questionnaire at the end of EPP and PP. The results of this questionnaire showed that:

1. Evaluate the achievement of the objectives of the training practice (knowledge, skills, competence):

- totally -77% of students;
- partially - 23% of students;
- not reached -0% of students;

2. 100% of students are fully satisfied with the organization of industrial training in the laboratory.

3. Attitude of the medical staff of the laboratory:

- liked it - 82% of students;
- partially liked it - 18% of students.

4. Personal achievements for this practice, students noted mastering professional skills in accordance with the Working programs of EP/PP;

5. To the negative sides of production training some students noted some mistrust of supervisors make complex manipulations independently

6. The students did not make any proposals to improve the quality of the organization of production training.

The college uses the effective policy and students' assessment procedures based on criteria and methods of estimation when holding midterm and final exams.

**Table 3. The results of transfer exams on the specialty “Laboratory Diagnostics”**

Studying year	Course	Amount of students		From this amount the exam marks are:						Progress %	Quality of knowledge %
		Total	Budget	«5»	«4,5»	«4»	«3»,«4»,«5»	«3»	«2»		
2012-2013	II	-	-	-	-	-	-	-	-	-	-
	III	21	21	6	9	3	3	-	-	100	86
2013-2014	II	23	23	-	10	-	12	1	-	100	46
	III	-	-	-	-	-	-	-	-	-	-
2014-2015	II	23	23	1	14	-	8	-	-	100	65
	III	23	23	8	11	-	3	1	-	100	83
2015-2016	II	19	1	4	11	1	3	-	-	100	84
	III	22	22	10	6	-	6	-	-	100	73

The analysis showed that the progress of students in the specialty "Laboratory Diagnostics" by the results of the transfer exams remains stable - 100%, the quality of knowledge for the second-year students increases: from 46% in the 2013-2014 academic year to 84% in 2015-2016. There is a slight decrease in this indicator for third-year students - from 83% in the 2013-2014 academic year to 73% in 2014-2015. In connection with weak basic training of students, especially in such subjects as "Chemistry", "Mathematics" and "Physics".

Medical College provides an objective assessment of the level of professional training of students and qualification.

When developing educational programs, in ensuring their quality, interests of employers are considered. Bilateral contracts on the specialty "Laboratory Diagnostics" are concluded.

Teaching department and a Methodists took part at discussion of the SGS project of 2016 . The pedagogical staff of medical college and employers participate in the management of educational programs.

The analysis of employment shows that 99% of graduates are employed. 1% graduated in 2016 (the status of LWPC ), continued to study at the university, refusing to work on the distribution.

Graduates of this specialty are employed in medical institutions of the city and the region. Employment of graduates is carried out at the request of the chief doctors of the MO and quotas for specialists, which determines the social and economic development of the village.

**Strengths:**

- existence and completeness of STP, WTP and EMC on all disciplines;
- qualified teaching staff, skillfully applying active methods and informative technologies of training;
- professional development and scientific potential of teachers;
- work experience in the EMS of the Republic of Kazakhstan;
- conditions for improving the educational and intellectual level of students (library fund, clubs and clubs, extracurricular activities);
- the availability of successful experience of international cooperation in educational and research activities.

**Weaknesses::**

- lack of international joint educational programs.

**Recommendations:**

- to develop criteria to determine the number of test tasks on disciplines.

***ECE notes that by 9 criteria of this standard the college has strong positions***

### **STANDARD EFFECTIVENESS OF THE EDUCATIONAL PROGRAM**

As a result of mastering the educational program on specialty 0305000 "Laboratory Diagnostics", students should have professional competencies corresponding to the main types of professional activity in qualification 0305013 "Laboratory Assistant", in accordance with the current SGS of the Republic of Kazakhstan of 2010 and the SGS of 2016.

Monitoring of the quality of students' knowledge in groups, specialties and courses is held at the end of each semester. The analysis of the results of the final state certification is conducted by the chairman of the attestation commission, appointed from among the employers and representatives of practical public health. Results are heard at the pedagogical council; corrective actions are planned.

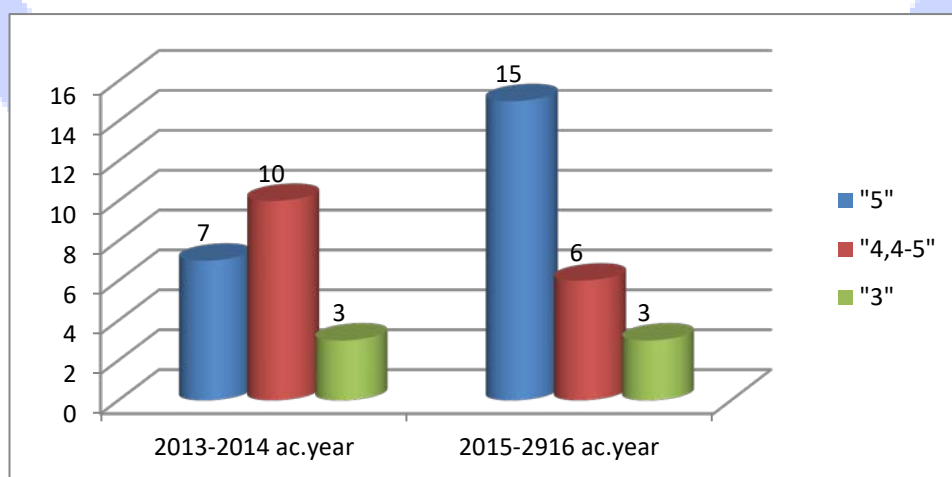
Conducting the results of students' certification in the form of oral examinations in three subjects: "Hygiene with the technique of sanitary and hygienic research", "Microbiology, virology (with the technique of microbiological research)", "Methods of clinical laboratory research", which include two theoretical and one practical questions. This form of passing the exam gives an opportunity to conduct a full control of the knowledge, skills and competences of graduates.

Adequacy of tasks system for assessment of degree of professional competence formation can be demonstrated on the example of carrying out the FSC in the specialty "Laboratory Diagnostics", where future laboratory assistants show their professional competences.

**Table 4. The results of the state final certification**

Study year	Amount of graduates	Final exam marks:				Progress	Quality of knowledge, %	Got the Diploma with Honors
		«5»	«4»	«3»	«2»			
2012-2013	-	-	-	-	-	-	-	-
2013-2014	20	7	10	3	-	100	85	8
2014-2015	-	-	-	-	-	-	-	-
2015-2016	24	15	6	3	-	100	87,5	3

**Diagram 8. The results of the state final attestation**



The analysis of the final state certification shows the improvement of the quality of knowledge and the stability of the results of academic achievements, in the 2015-2016 academic year the number of students who passed the FSC for "excellent" increased by 2 times, which indicates a satisfactory level of training of specialists and compliance of the basic indicators of educational activity with the qualification requirements for specialty "Laboratory diagnostics".

The structural division of the North Kazakhstan Medical College, engaged in the employment of graduates, is the department of practical training, headed by the deputy director for training and production work and the heads of the departments. Employment of graduates is carried out according to the applications of medical organizations of the North-Kazakhstan region and the information of the Health Department of the Akimat of the North-Kazakhstan region on the availability of vacancies for average medical workers. The analysis of the labor market indicates the demand for graduates of the specialty "Laboratory Diagnostics", which determines the plan for recruitment of entrants under state order and with full compensation for the cost of training. The management of the college decided to recruit students for the specialty "Laboratory Diagnostics" for training on a budgetary basis in 2013 and 2014, after graduation they are distributed to the regions of the North Kazakhstan region. This made it possible to reduce the deficit of pharmaceutical personnel in rural regions .

Graduates are distributed in the presence of the heads of the medical organizations of the North-Kazakhstan region, Petropavlovsk. The analysis of the graduates' employment shows that all graduates are employed.

The survey was conducted to determine the satisfaction with the learning process among the students. 35 students took part in this survey: 91% of students noted the prestige of studying in the college for this specialty. 97% of students were satisfied with the organization of the educational process. 91% were satisfied with the conditions for conducting training sessions. Positively, the composition of the training schedule is assessed - 54% of the surveyed students, satisfactory - 46%. Sufficiency of the necessary scientific literature in the library and the availability of the Internet are noted by 80% of the respondents. The conditions for physical education and sports are satisfied - 86%. Most students noted dissatisfaction with the lack of a hostel.

Thus, based on the results of the questionnaire, it can be concluded that the students are satisfaction with the educational process and the conditions of study in the college are rather high.

To obtain information on employers 'satisfaction with the quality of graduates' training, the survey of the heads of the MO was conducted. 10 MOs took part in the survey. All respondents are consumers of our specialists.

Based on this survey results it was found that:

**Respondents noted a high level of professional and personal competences among college graduates**

1. Knowledge, oral and written communication in Kazakh and Russian languages and foreign languages - 84%;
2. Possession of standard office programs on the computer - 97%
3. Ability to make decisions independently - 76%
4. Communication skills (ability to communicate with patients, colleagues, teamwork) - 87%
5. Adherence to ethical principles - 91%.

**Employers noted the average level of professional and personal competence among college graduates:**

The ability to generate new ideas (creativity) - 88%

Leadership, the ability to lead others - 85%

Thus, the satisfaction of consumers with training of specialists was 93%.

The medical college creates conditions for the development of the creative and scientific potential of teachers and students, stimulates learning and research activities, using various forms of motivation.

In 2015-2016 academic year there were 15 subject groups worked in the college. 412 students were engaged in them. The main forms of group's work in the college is the teaching and research work and the students' creativity . The most massive form of SERW is group for special disciplines.

The students of the specialty "Laboratory Diagnostics" take an active part in the work of the group "Chemical Analysis", the aim of this group is to increase the cognitive competence of students. Based on the results of the study, students take part in competitions and conferences of various levels. For example, in 2015 student of the group Lab14-11 Yurchenko Olga took part in the II district academical and practical student conference with international participation "We are medical workers of the XXI century", Omsk.

The effectiveness of the teaching and research work is confirmed by the following results:

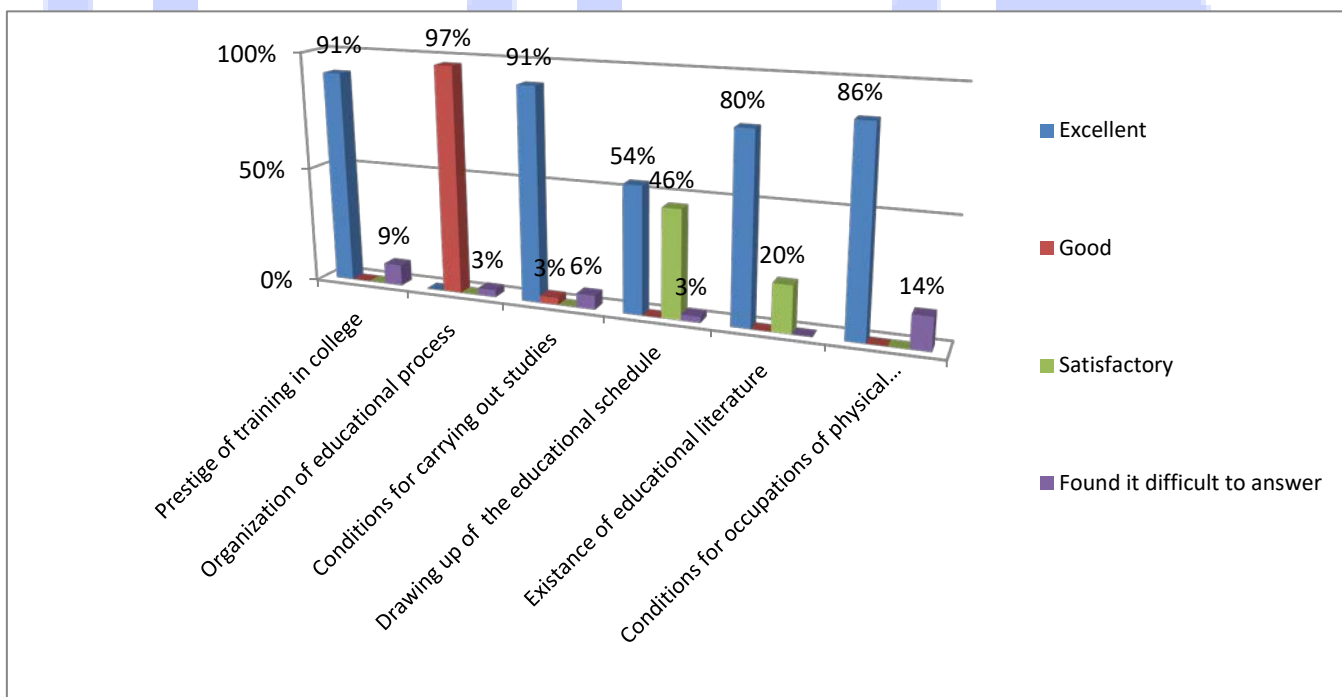
2013-2014 academic year: 1, Republic online conference - 1, competitions - 8 (among them: I place - 1, III place - 3), competitions: I place - 5, II place - 1, III place - 4;

2014-2015 academic year: 10 events ( I place -1, II place - 1,III place - 3, V place - 1,VII place - 1);

2015-2016 academic year: 11 events (I place - 2, II place - 1, III place - 1, regional conference - 2, Republic online conference - 5, Olympiads and contests: 31 in total, among them: I place - 4 , II place - 10, III place - 4).

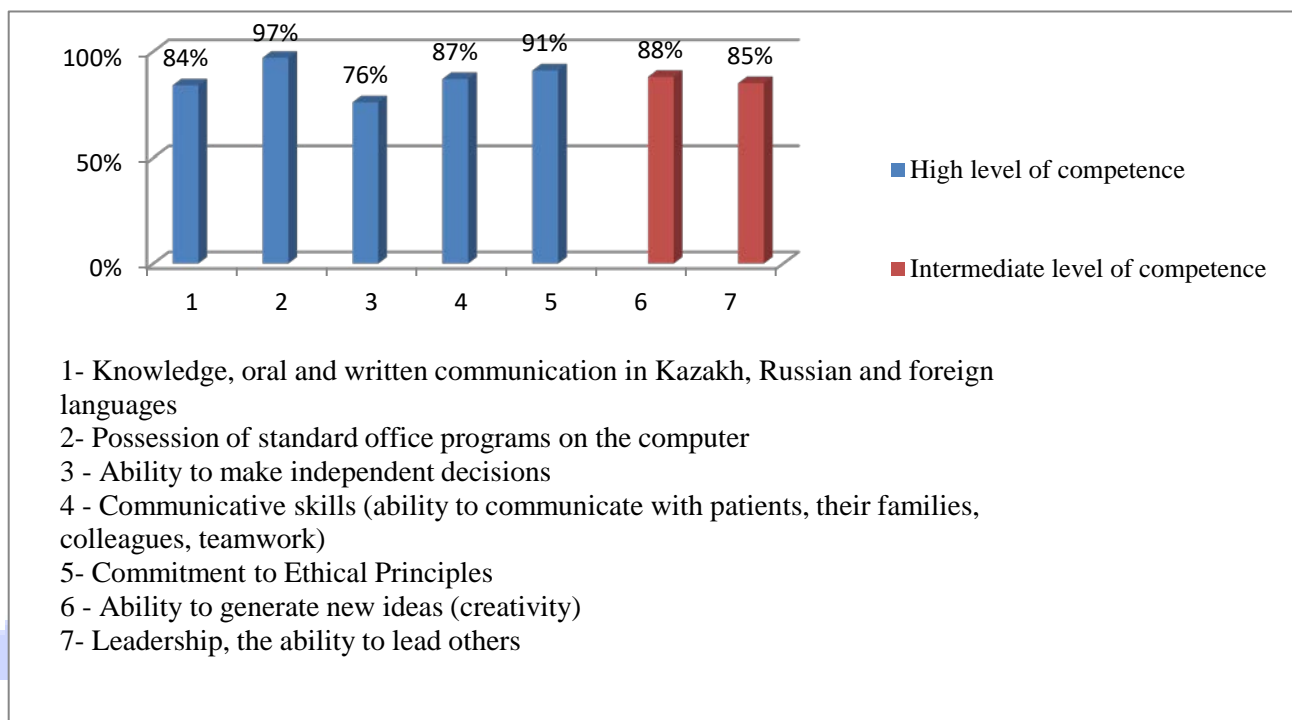
Within the educational program the clear and open policy for official complaints and complaints from students is carried out. In the college there is a process of regular collection and analysis of information reflecting the dynamics of satisfaction of the students, graduates and employers. Information on the satisfaction is brought to the teachers' and staff notice at the meetings of the Pedagogical Council.

**Diagram 10. Student's satisfaction with the educational process**



To obtain information on employers' satisfaction with the quality of graduates' training, the survey of the heads of the MO was conducted. 10 MOs took part in the survey.

**Diagram 11. Employers' satisfaction with the quality of graduate training**



To obtain information on the graduates' satisfaction with the quality of their training for further practical work, a survey of 34 employed graduates of the specialty "Laboratory Diagnostics" was conducted.

91% of the graduates were satisfied with the quality of their training, they consider that it enough to start a career. Internal inspections are carried out by the head of the quality control department, deputy directors for EPP, PP, heads of departments, methodologists, and teachers with great experience (mutual study sessions, mentoring, CMC meetings, methodical, administrative, pedagogical advice).

**Strengths:**

- regular external and internal monitoring and analysis of all activities of the college.
- introduction of modern educational and informative and communicative technologies of education.
- a high percentage of graduates' employment.

**Weaknesses:**

- inadequate use of innovative technologies in teaching by individual teachers;

**Recommendations:**

- it is necessary to pay more attention to practical classes on working out of skills of work on modern high-tech laboratory equipment that will be required in professional activity.
- to use innovative working methods more often.

***ECE notes that by 7 criteria of this standard the college has strong positions***

***STANDARD "TEACHERS AND EFFICIENCY OF TEACHING"***

All teachers implementing the EP on a specialty "Laboratory diagnostics" have a higher skill level. The quantitative and qualifying composition of teachers corresponds to this educational program. The educational process on the specialty "Laboratory Diagnostics" is carried out by 34 teachers, including 30(88%) - permanent teachers with a basic education. There are 13 (43%) permanent teachers with the highest category, 13% of teachers with the first category and 5 (17%) teachers with the second category.



All teachers implement the educational program on a specialty "Laboratory diagnostics" have a higher skill level.

**Table 8. Qualitative list of teachers of the educational program**

Teachers	Permanent employee, /%	Freelance employee, /%	Qualification category of permanent employee,			Degree			Honorary title "Excellent of health care"
			Highest	1	2	PhD	K. b. s.	Masters	
34	30/88%	4/12%	13	4	5	-	1	4	1

Over the past five years, all permanent teachers (100%) have completed the advanced courses. For the teaching special disciplines "Biological chemistry with clinical and biochemical methods of research", "Microbiology, virology with the technique of microbiological research", "Methods of clinical laboratory research" teachers from among the specialists of practical public health with the first and the highest category are invited.

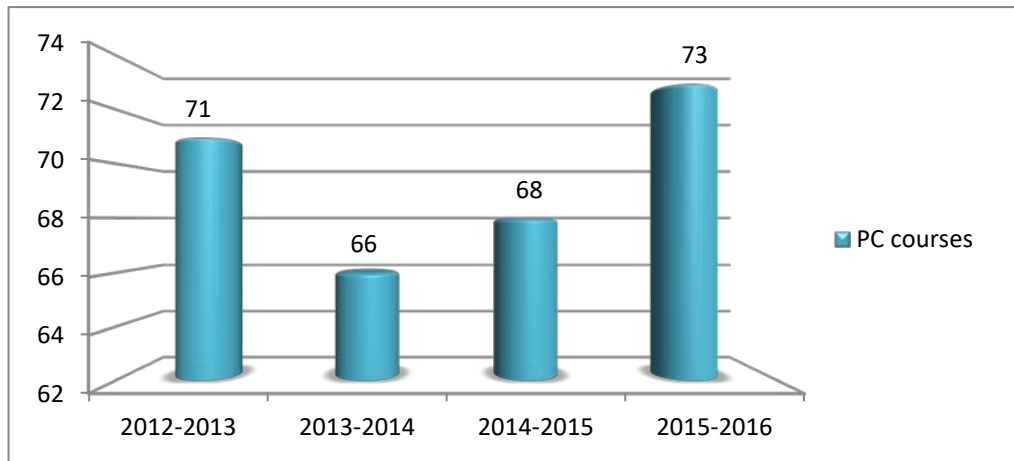
The medical college has developed a system to stimulate the professional and personal development of teachers and staff in order to increase the work activity of the teaching staff of the college. Conditions for stimulating moral and material character are developed.

Teachers actively use informative and communicative technologies during classes, in SERW and out-of-class activities, realizing the active-oriented and personality-oriented approaches in teaching, taking into account the peculiarities of the psychology of the perception of educational information.

Innovative educational projects that have significance for the development of the college include: installation of the software "Library business", installation of Internet system, using IT technologies; equipped multimedia classrooms for conducting training sessions, seminars, conferences with the possibility of teleconferencing; a system of training personnel in the field of informative technologies.

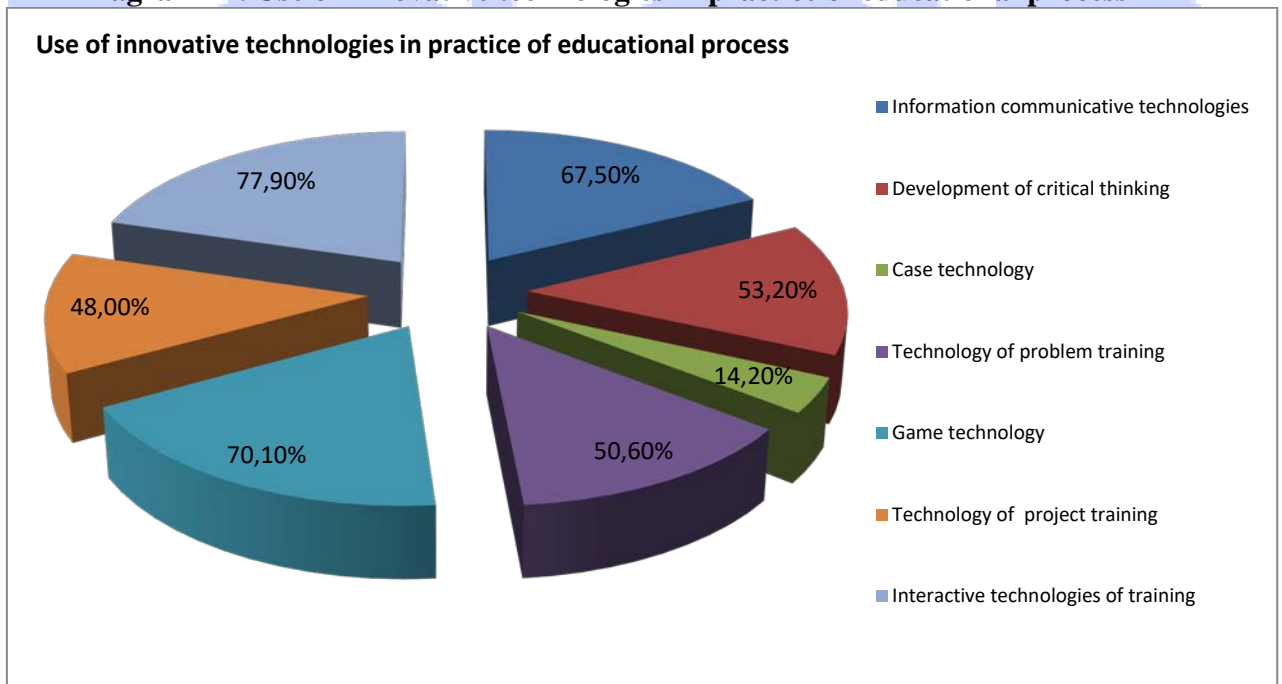
Further training of teachers in the college is carried out in various forms: advanced courses, a school for improving pedagogical skills, a school for young teachers, participation in conferences, seminars, contests of pedagogical skill, of regional, republic levels.

**Diagram 13. Teacher training courses of college teachers**



Pedagogical methods and techniques used in college are effective in the development and improvement of professional skills: informative, discussive, project technology, active learning methods, interactive technologies, multimedia technology, simulation technology, clustering technologies, and others. Creating a comfortable, working atmosphere and the situation of students' success is ensured by health-saving and personal-oriented technologies.

**Diagram 14. Use of innovative technologies in practice of educational process**



The competence of the pedagogical staff is confirmed by active participation in conferences, seminars, master classes, competitions of various levels, etc.

In 2015-2016 academic year, compared with 2014-2015, the number of publications increased from 16 to 23 articles, the activity of the teaching staff increased by 30.4%, and 8 teachers were certified.

In 2016-2017 academic year, the activity of teachers remains at a high level. Thus, the articles were published within the framework of the international project "G-GLOBAL-EXPO-2017".

There are mechanisms and criteria of a systematic assessment of teachers' competence and an assessment of efficiency of quality of teaching. Teachers' competence is estimated by a regular certification once in five years. The share of teachers of the college with the first and highest qualification categories is: 2012-2013 academic year - 90% , 2013-2014 academic year -

66%, 2014-2015 academic year -67%, 2015-2016 academic year - 53%, 2016-2017 academic year - 57%. The decrease in the level of categorization after 2013 is due to the fact that in this period the proportion of young teachers who at that time did not have a category increased in the college.

The activity of the teaching staff has increased by 67.6% in the 2015-2016 school year compared to the 2014-2015 academic year through participation in competitions, congresses, conferences, seminars, master classes and other international, national and regional events.

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

Monitoring of the activity of the teaching staff includes a system of individual plans-reports, which are the basis for compiling and adjusting the plans and reports of the CMC, the college as a whole.

Criteria for the systematic assessment of the competence of teachers over the past three years are the following:

1. published in periodicals: regional, republican, international specialized journals and collections of 30 articles, including 16 scientific articles;

2. participation in competitions-30, of them at the oblast level- 0, republics-14, international-5.

19 teachers received prizes:

I place-8;

II place - 5;

III place - 10;

Certificates, diplomas - 5.

**Strengths:**

- there is an active work to improve the professional qualities of teachers ( school for young teachers, school of excellence);

-there is a sufficient number of teachers with the highest and the first category;

- there is a sufficient number of permanent teachers to ensure the results of EP;

-teaching staff use modern pedagogical technologies.

**Weaknesses:**

- the lack of degrees of the teaching staff;

- insufficiency of offers on passing of remote advanced training courses and trainings on the job;

**Recommendations:**

- to intensify the work on increasing scientific research work of teachers through individual internships and participation in projects;

- to intensify the work of part-time teachers.

***ECE notes that by 9 criteria of this standard the college has strong positions, by 1 criterion assumes improvements***

### ***STANDARD "STUDENTS"***

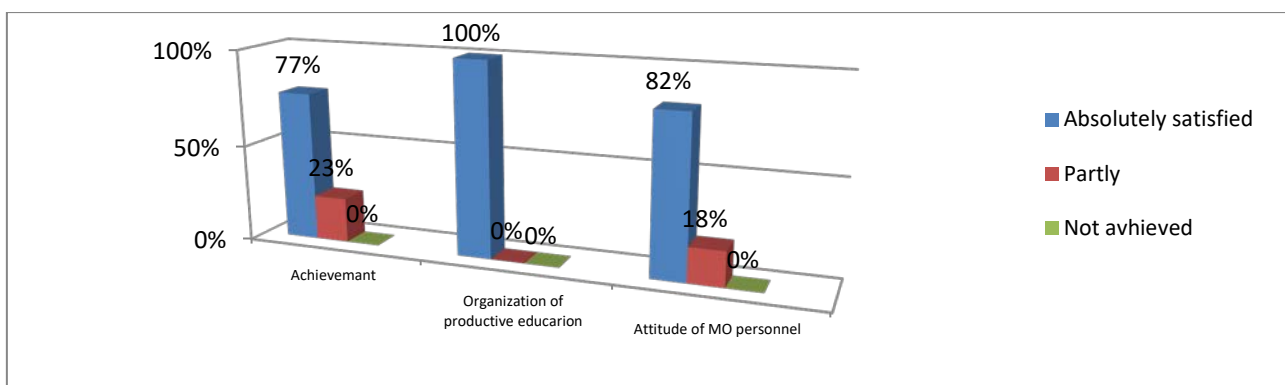
Students' interests are the main aspect of the activity of the North Kazakhstan Medical College to ensure the quality of the educational process. Students take part in the management of the EP through student's self-government, monitoring of the educational process through questionnaires, direct visits to the director of the college in the allotted hours of reception and through electronic appeals to the website of the college. Students enter the pedagogical council and boards of Trustees.

College and social partners annually monitor the quality of training of graduates, the purpose of which is to determine the readiness of each graduate for professional work.

Monitoring of satisfaction based on the results of practice is conducted by students' and

employers' questioning.

**Diagram 16. Students' satisfaction with the quality of the EPP, PP**



Students of specialty 0305000 "Laboratory Diagnostics" are informed about the evaluation strategy used in their program, about exams or other methods and criteria for assessing their knowledge, skills and competencies.

Students learn about the current system of evaluation from the " Student's Guide", posted on the website and in hard copy, from the teacher, curator of group, through information stands.

The Medical College provides the conditions for personal development and education of students. Educational work is aimed at the formation of self-realization and self-affirmation of the student's personality in the life of society: active life position, value orientations, principles and norms of moral activity and behavior, development of personal interests and abilities, first of all, professional.

In the college, a social passport of students is compiled annually. Students of the college, trained on a budgetary basis, are paid a state scholarship. There are 26 students from 60 students of the specialty "Laboratory Diagnostics" are trained on the state order, 23 of them receive a scholarship. Particular attention is paid to the process of teaching students from the category of orphans and students left without parental care. There are two students of orphans and LWPC are studied in the specialty "Laboratory Diagnostics". Students who have remained without parental care receive a state scholarship, an additional payment of 30% of the state scholarship, and a social allowance for food of 40% from the cost of a daily ration; orphans, as well as students left without parental care receive a state scholarship, a social allowance for clothing, footwear and a social allowance for food at the rate of 100% of the daily ration.

To achieve educational goals, the teaching staff used a variety of forms of work: working with the leaders of the group, the students' self-government, individual work with students and parents, and the work of the curators' section.

Students who took an active part in the life of the college were awarded with Certificates of Honor and Thanksgiving Letters.

The college conducts activities in the following areas: the development of intellectual culture, physical education and the formation of a health-saving environment, a healthy lifestyle, aesthetic education, spiritual and moral education, civil-patriotic, legal and multicultural education.

To support students in the college staff there are such units as psychologist, social educator, youth inspector who provides support to students. For students' self-expression and the introduction of healthy lifestyle norms, sports clubs and subject circles operate on the basis of the college, various events are held. The telephone hotline for the confidential address of students functions.

There is a students' service in college working to meet students' educational, personal and career needs: a canteen, a medical room, sports hall, computer classes with access to Internet, library with a reading room.

Monitoring of the employment of graduates is carried out by the deputy director for EPW, heads of departments, curators of groups through the SCPP, personnel department of the MO.

**Table 24. Graduates' employment in the specialty "Laboratory Diagnostics", 2013-2016.**

Academic year	Amount of students			Amount of employment			Employment, %
	total	budget	On fees	total	budget	On fees	
2012/2013	-	-	-	-	-	-	-
2013/2014	20	20	-	20	20	-	100%
2014/2015	-	-	-	-	-	-	-
2015/2016	24	24	-	24	24	-	99%(1%-HEI)

***Strengths:***

- availability of a popular, prestigious specialty "Laboratory Diagnostics";
- conducting a targeted policy of contingent formation, admission and training of foreign students;
- the availability of a system of information and technical support for educational activities;
- availability of modern educational, methodical material, stable, financial base;
- creation of favorable conditions for students, payment of scholarships, benefits for socially vulnerable categories of students;
- developed the concept of educational work;
- students' self-government;
- sports facilities that contribute to the formation of a healthy lifestyle;

***Weaknesses:***

- absence of a dominatory;

***Recommendations:***

to develop " The provision on system of individual students' consultation ".

***ECE notes that by 7 criteria of this standard the college has strong positions, by 1 criterion assumes improvements***

***STANDARD "EDUCATIONAL RESOURCES"***

The North Kazakhstan Medical College has modern educational resources that provide the conditions necessary to provide qualitative educational services that are used to achieve the mission of the college and its strategic goals.

The college is located in the 4-floors building consisting of 2 buildings with a total area of 5818.7 sq. m, by a covered way. The training area is 2289.02 sq.m.. One student has 2.0 sq.m., which corresponds to the requirements of sanitary norms and safety regulations. The material and technical equipment of the classrooms according to the specialty "Laboratory Diagnostics" corresponds to the requirements of the "Approximate sheet of equipment of studies " and averages 88.2%.

Classes in physical culture and sanitation measures take place in the standard gym, in the gym equipped with modern exercise machines. There is a skiing lodge, a locker room, shower. In the territory of college there is a football field. The canteen of the college is equipped for 120 seats. Students are provided with hot meals. Catering is regularly monitored by a college medical worker.

The medical center is located on the first floor with a separate entrance and consists of a treatment room, a procedural room, an inoculative room, a room of reception of outpatients. Students' medical servicing is carried out on registration to the PNCI «Денсаулық».

There is no students hostel . In 2015, a resolution was signed by the head of the region on allocating land for the construction of a hostel for students.

In the 2014-2015 school year, a simulation center was opened with a total area of 174 sq.m. The center consists of 5 training rooms, deployed for clinical bases, designed for the certification of medical workers and training practical skills of students.

There are 74 training computers and there are 63 of them are equipped with Internet access.

The number of students per computer is 16 people, there are 7 interactive boards are used. On the basis of the medical college operates its own website [www.mksko.kz](http://www.mksko.kz), developed by the information technology center of the college and awarded with the first-degree diplomas in 2015 and 2016. To help students for self-preparation, there are a library with 3 computers and a reading room with 26 computers, access to the Internet, electronic library of the medical college, electronic textbooks, animation discs for medicine. In college there is a video monitoring system for the educational process, a centralized system for sound notification.

The teaching base of the college in specialty "Laboratory diagnostics" is represented by 19 study rooms and 1 laboratory. The material and labor resources of the college provide the conditions necessary to provide quality educational services.

The analysis of available resources (financial, information, personnel, logistics) is conducted annually and is reflected in the annual report on the college. The quantity and quality of existing premises and equipment corresponds to the educational program and sanitary norms.

Equipment of studies on the specialty "Laboratory diagnostics is 88.2%.

On the basis of college the informative and technical center is created.

The participants of the educational process have the appropriate access to use of educational, methodical literature, computer support in non-academic time. The college is provided with informative resources and connected to broadband high-speed access to the Internet. There are 3 computer classes with high-speed access to the Internet.

The analysis of efficiency of investments of capital in development of financially technical base, in general, shows growth of material resources and improvement of equipment of studies. For updating and strengthening of material and technical resources and ensuring their compliance to modern technologies in training necessary money is systematically allocated.

The library fund of the college fully meets the requirements and promotes the achievement of the college mission and its goals. The book fund of library of college makes 33930 copies. The fund of the library of the medical college is annually completed with new educational and scientific-medical literature. Total book provision per student - 31.5.

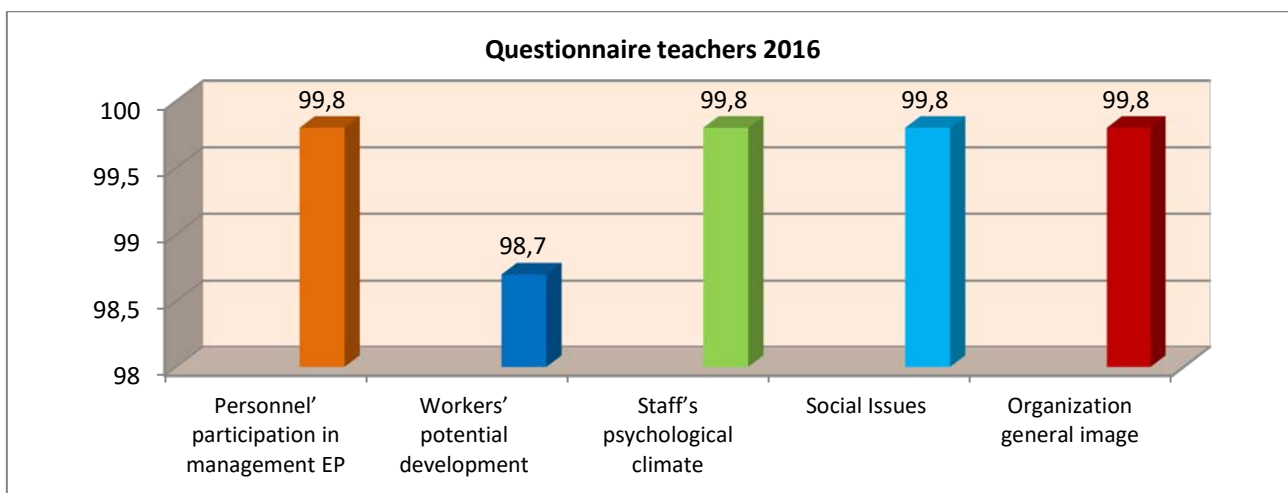
Library account is maintained through the "Library business" program, which allows creating an electronic library of methodological manuals for college teachers.

For the first year students classes are organized on the basics of library and bibliographic knowledge, the purpose of which is to instill information search skills and apply them in the educational process. This approach in working with students allows to increase their information culture.

Universal software packages Internet phone 2mb/s, operating system Windows XP, Windows 7, Antivirus programs EsetSmartSecurity are widely used in the educational process and in the work of the library. College resources are sufficient in volume, level, variety and quantity to support the EP, as well as the intellectual and cultural development of students, teachers and staff.

Degree of employees' satisfaction with work in college is defined during questioning "An assessment of teaching staff's satisfaction with work in college", interviewing, conversations.

**Diagram 18. Evaluation of teachers' satisfaction with work in the college**



The material and technical base that the medical college has for practical training of students in the Medical organization corresponds to the program on the specialty "Laboratory Diagnostics".

The medical college is provided with teaching hospitals and appropriate resources for practical training of students on the basis of official contracts with appropriate authorities and the organizations of health care defining responsibilities of each part regarding educational program.

**Strengths:**

- the material and technical base corresponds to the requirements of the SGS of the RK;
- the presence of modern interactive equipment with appropriate software ;
- the presence of a modern library and reading room with the necessary electronic resources;
- there is enough educational audiences on the teaching hospitals having the modern equipment for training

**Weaknesses:**

- rapid rates of obsolescence of the material and technical base, library funds, computer equipment;

**Recommendations:**

- to provide a possibility of increase in capacity of the Internet of college;
- to increase the amount of educational literature in Kazakh;
- to integrate electronic resources with other educational institutions;
- to consider the implementation of elements of distance learning for advanced training courses;
- to improve remote access to electronic library resources through personal accounts of students.

***ECE notes that by 7 criteria of this standard the college has strong positions, by 2 criterion assumes improvements***

## SPECIALIZED PROFILE PARAMETERS

No.	Criteria for assessment	Position of the education institution			
		Strong	Satisfactory	Assumes improvement	Unsatisfactory
<b>Standard – MISSION AND MANAGEMENT</b>					
1	Medical college shall determine mission, goals and expected results of the educational program and bring them to the attention of concerned people.	+			
2	Mission, goals and expected results of students shall be periodically reviewed in order to reflect:				
	professional standards of technical and professional, post-secondary education on medical and pharmaceutical specialties;	+			
	needs and expectations of concerned people.	+			
3	Medical college shall have the Strategic plan on development, which comply with the stated mission of the educational program and provide achievement of the final results of education.	+			
4	Medical college shall guarantee representation of teachers and students in the management of the educational program, and provision of their quality.	+			
5	Documentation and publication shall be accurate and reliable. Links to proposals, results, status of accreditation / approval of the program, schedule of educational process, staff policy and acceptance policy, policy of assessment, requirements to completion of the program for obtainment of the qualification, cost of education, shall be accurate and reliable.	+			
6	Academic policy of the medical college shall be coordinated with the training program for specialists with secondary medical and pharmaceutical education. This policy is aimed at achievement of mission, goals and expected results of students and is fair and reasonable, it is published and can be reviewed to improve the quality of educational programs.	+		+	
<b>TOTAL</b>		7		1	
<b>Standard – EDUCATIONAL PROGRAM</b>					
7	Educational and program documentation: model of curriculum, standard working curricula and educational programs, individual curricula correspond to the goals, contents of the educational program to achieve the expected results of learning.	+			
8	Medical college shall use educational program and methods of teaching and learning, based on modern principles of teaching, which stimulate, prepare and support students and provide formation of students' responsibility for the process of own education.	+			
9	Medical college shall give a description of the content, volume and sequence of courses and other elements of the educational program, in order to guarantee observance of principles of studying of the cycle of disciplines, integrated into modules on the principle of integrated	+			



	learning.				
10	Medical college shall establish certain amount of time for the profile specialization component, which includes disciplines in priority areas of health care taking into account national and regional needs.	+			
11	Medical college shall guarantee that students acquire sufficient knowledge, as well as clinical and professional skills in order to assume the relevant responsibility for health promotion, disease prevention and patient care.	+			
12	Contracts, written agreements with medical companies, which are the clinical bases for passage of practice, are valid, and determines expectations of all participants and provides protection of students.	+			
13	Medical college shall guarantee various assessment methods, which reflect established basic and professional competencies, and assess the achievement of results of educational activity of students.	+			
14	Working curricula and programs of disciplines shall be regularly reviewed in accordance with the goals and results of implementation of the educational program in order to guarantee integrity, rigidity and relevance.	+			
15	Medical college shall provide operational connection between the educational program and subsequent stages of professional training (bachelor's degree, specialization, CPD / CME) or practice, which student will begin after completion of learning.	+			
<b>TOTAL</b>		9			
<b>Standard – EFFICIENCY OF THE EDUCATIONAL PROGRAM</b>					
16	Students' Assessment Plan, in which the fact of achievement of expected results of learning by graduates of the program is established and efficiency of the program is assessed, shall be determined and implemented within the framework of the educational program.	+			
17	Surveys and other sources of data are used for collection of information about the level of satisfaction of students, former students and employers, as well as demonstrate achievements of graduates. Collected data includes percentage of graduates, percentage of students, who have successfully passed the certification examination, as well as percentage of employment.	+			
18	Data about cumulative results of students testifies the efficiency of the program in achievement of own mission and goals, as well as expected results.	+			
19	The cumulative results of teachers correspond and contribute to the achievement of the mission and goals of the educational program and expected results of students.	+			
20	Understandable and open policy regarding complaints of students is implemented within the framework of the educational program; and, if it is necessary, information obtained from official complaints shall be used to facilitate the continuous improvement of the program.	+			
21	System of monitoring over educational program includes the determination of the degree of satisfaction of students and employers with the quality of education.	+			
22	Medical college has the mechanisms of approval, regular assessment and monitoring over the educational program and graduations.	+			
<b>TOTAL</b>		7			
<b>Standard – TEACHERS AND EFFECTIVE TEACHING</b>					

23	Medical college shall guarantee compliance of teachers' qualification with profile of the taught disciplines.	+			
24	Teaching staff, providing the implementation of the program, shall be represented by specialists in the specialized fields of knowledge covered by the educational program.	+			
25	Supervisors, if available, shall be qualified specialists with relevant experience of practical work and their professional duties shall be clearly documented.	+			
26	Number of full-time teachers shall be sufficient to guarantee that results of learning of students and results of the program will be achieved.	+			
27	Teachers shall participate in continuous development and receive support of teaching and distance technologies.	+			
28	Medical college shall determine and adopt policy of activity and development of employees, which:				
29	guarantee that clinical activity and scientific researches are used in teaching and learning;			+	
30	guarantee the sufficiency of knowledge of the educational program, which include knowledge about the methods of teaching / learning and general content of the educational program, as well as other disciplines and subject areas by each employee in order to stimulate cooperation and integration;	+			
31	include training, development, support and assessment of activity of teachers, which involve all teachers, not only newly employed, but also teachers, attracted from practical health care.	+			
32	Medical college shall provide monitoring over activity of teaching staff, systematic assessment of teachers' competence, complex assessment of efficiency of teaching quality.	+			
33	Systematic assessment of the activity of teachers demonstrates competencies, which are comply with goals and results of the educational program.	+			
<b>TOTAL</b>		9		1	
<b>Standard – STUDENTS</b>					
34	Amendments to the policy, procedures and information about educational program shall be clearly, consistently and timely informed to the students.	+			
35	Medical college shall guarantee quality of programs and graduations on the basis of regular feedback from employers, representatives of production practice and other relevant companies.	+			
36	Students shall be clearly informed about the assessment strategy applied in their program, as well as about exams or other methods and criteria of assessment, which will be used for assessment of their knowledge, skills and attitudes.	+			
37	Medical college shall:				
38	have a system of academic consultation with own students, which include issues related to the selection of optional classes, career planning, appointment of supervisors (mentors) for individual students or small groups of students.	+			
39	offer students' support program, aimed at social, financial and personal needs, which include support in relation to social and personal problems and events, health problems and financial issues, access to health care, programs of immunization and medical insurance, as well as services of financial assistance in the form of material assistance, scholarships.	+			

40	allocate resources to support students	+			
41	provide confidentiality regarding consultation and support.			+	
42	Medical college shall determine and adopt policy on students' representation and their relevant participation in the development, management and assessment of the educational program, and other issues relevant to students, which include student self-government, participation of students' representatives in the boards of the medical college and other relevant authorities, as well as in community activities and local health care projects.	+			
<b>TOTAL</b>		7		1	
<b>Standard - EDUCATIONAL RESOURCES</b>					
43	Medical college shall guarantee that resources, used for arrangement of educational process, are sufficient and complies with requirements of the implemented educational program.	+			
44	Budget and material resources are in sufficient quantity to provide achievement of mission, goals and expected results by the program. Checking of sufficiency of resources shall be carried out on a periodical basis; and, if it is necessary, carry out the modification of resources.	+			
45	Academic support services provides quality; and it shall be regularly checked for compliance with the educational program and needs of students. There is a certain procedure for regular checking of the sufficient scope of academic support services rendered under the program.	+			
46	Academic support services, available upon the educational program, provides implementation of the mission and achievement of expected results of students and at least include the following:				
47	computer and technology services;	+			
48	library services;			+	
49	support of distance education, if necessary;			+	
50	Consultation services, including services on consultation upon the issues of career in health care;	+			
51	Other support services for students (for example, literature centers, support services for persons with disabilities), if they are relevant to the program.	+			
52	Resources, in terms of volume, level, variety and quantity, are sufficient to support the educational program, program of scientific researches, as well as intellectual and cultural development of students, teachers and staff.	+			
53	Medical college has the required resources to provide the students with possibility to acquire practical skills and mastering of professional competencies, including specialized laboratories, mannequins, training and simulation equipment, as well as clinical bases of practical health care.	+			
54	Medical college shall guarantee integration with intra-college electronic resources, availability of comparative information (benchmarking) about achievements of implementation of the educational program in comparison with other specialties (training directions) in the medical college.			+	
<b>TOTAL</b>		<b>8</b>	<b>1</b>	<b>2</b>	
<b>GRAND TOTAL</b>		<b>47</b>	<b>1</b>	<b>4</b>	