



INDEPENDENT AGENCY FOR  
ACCREDITATION AND RATING

# **REPORT**

**on results of work of the External Expert Committee  
on assessment of the  
0306000 “Pharmacy” specialty;  
Qualification: 0306013 “Pharmacist”  
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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**Qualification: 0306013 “Pharmacist”**  
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**of the Kazakh-Russian Medical College NEI**  
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**Petropavlovsk, 2017**

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).

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## 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 a 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 117 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 institutional 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	21
Employers	1
<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.

### 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 1 time 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 according to 7 criteria of the standard, the College has strong positions.*

#### STANDARD «EDUCATIONAL PROGRAMS»

Educational program on the specialty “Pharmacy” is characterized by a sequence of goals, structure and content of the program, policies and procedures for admission of students; methods of teaching and 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 0306000 "Pharmacy" with the qualification 0306013 "Pharmacist" is conducted in accordance with the State Standard of the RK 4.05.145-2010, approved and put into effect by the order of the Ministry of Health of the RK № 378 of May 24. Since 2016, the educational activities of the specialties of the 2016-2017 academic year have been carried out in accordance with the State General Standards for Technical and Vocational Education in 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 delivery of the qualitative medical help to the population according to the requirements of the Law on People's Health and Health care system, the directions of the "State Health Program of the Republic of Kazakhstan «Денсаулық» for 2016-2020, the acting orders of the Ministry of Health of the RK, the standards of the organization of the educational process are taken into account, necessary competencies of specialists corresponding to the level of this qualification are included. Teachers and employers are involved in the process of determining the content of the EP, development and improvement of programs of PP.

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.

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 improving of working programs of theoretical and practical training of students. Regional needs and employers' needs are considered when developing these programs.

Industrial training and professional practice ("Acquaintance with pharmacy organizations", "Field Practice in Botany", "Organization of pharmacy", "Technology of medicinal forms", "Management and economics of pharmacy", "Quality control and standardization of medicines", "Pharmacognosy" ), included in the curriculum, can expand the acquired professional experience.

Practical training is carried out on the basis of a medical college and on the basis of pharmacies, and fulfills the most important task in training future specialists - it forms a system of professional knowledge, skills and competencies, which determines the level of specialist's professional qualification.

To implement the program on the specialty " Pharmacy ", there are agreements with medical and pharmaceutical organizations have been concluded to conduct professional and production practices.

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

According to the results of EP and PP students' questioning of regarding satisfaction with the organization of practice was carried out:

1. Estimate achievements of the objectives of educational practice (knowledge, ability, competence)
  - 82,3% of students are completely satisfied,
  - 17,6 % of students are partially satisfied
2. 100% of students are fully satisfied with the organization of industrial training in the laboratory.
3. 100% of students was pleasant with the relation of medical personnel of the medical organization.
4. As a personal achievements for this practice students noted mastering professional skills in accordance with the working programs of EP/PP;
5. Negative sides of EP \PP students don't note;
6. Students didn't made suggestions for improvement of 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. Results of the transfer exams**

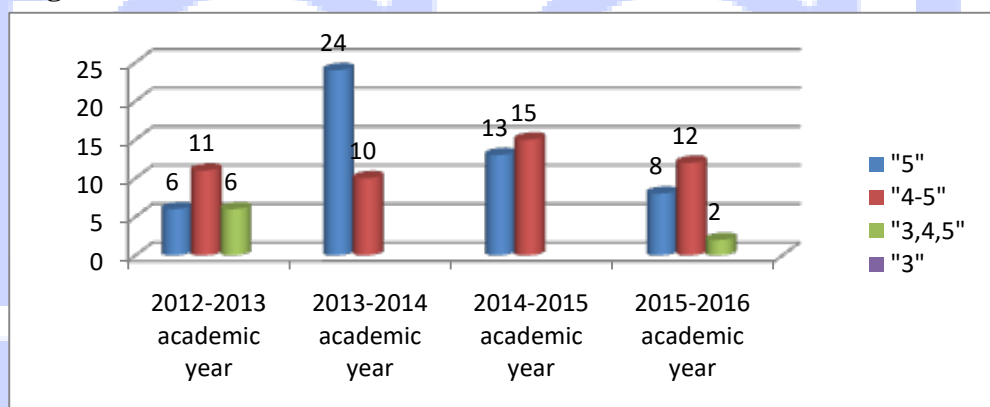
Studyi ng year	Cours e	Amount of students		From this amount the exam marks are:						Progres s %	Quality of knowledge %
		total	budget	«5»	«4-5»	«4»	«3», «4», «5»	«3»	«2»		
2012- 2013	I	29	-	1	7	9	12			100	58,6
	II	4		4	19	1	10	-	-	100	70,5
	III										
2013- 2014	I	40/18 eveni ng	22	2/1	9/7	3/1	8/8	-	-	100	67/53
	II	28	-	4	22	2	-	-	-	100	100
	III										
2014- 2015	I	48/23 eveni ng	25	9/2	16/15	/1	/5	-	-	100	100/78
	II	40/18	22	6/1	15/7	/3	1/4	-	-	100/100	95/66,6

		evening									
	III								-	100	67
2015-2016	I	14/26 evening	1	11	12/1	/6	/10	/1	-	100/100	100/71,5
	II	46	24	11/	12/20	1/2	-	-	-	100/100	100/100
	III	18 evening	-	5	7	4	2	-	-	100	89

The analysis showed that annually the percentage of students' progress in the specialty "Pharmacy" is 100%, and the indicators of knowledge quality of the 1 st and 2 nd courses have increased in 2014-2015 in comparison with 2013-2014 on 14% and 12.5% , and in 2015-2016 on 14.9% and on 13.4%.

The medical college ensures an objectivity of assessment of students' level of professional readiness and assignment of qualification. The students' final certification is conducted in the form of oral examinations in the subjects "Pharmacology", "Technology of medicinal forms", "Organization and economics of pharmacy with the fundamentals of marketing and management", which includes two theoretical questions and one practical. This form of passing the exam provides an opportunity to conduct a full control of graduates' knowledge and skills.

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



The pedagogical staff of medical college and employers participate in the management of educational programs. When developing educational programs, in ensuring their quality, interests of employers are considered. In 2016, tripartite contracts on cooperation in the system of dual education between the director of the college and the director of LLP "Interteach" and 7 students were signed.

The labor market demand in the specialists of these qualifications is confirmed by the employment of graduates in the specialty "Pharmacy". The analysis of employment shows that 100% of graduates are employed in pharmaceutical organizations of the North-Kazakhstan region and other regions of the Republic of Kazakhstan.

The quality of college education allows graduates to continue their studies in the universities of Kazakhstan and the near abroad.

Graduate's employment is carried out at the request of social partners, chief physicians of medical organizations that have pharmacies.

**Strengths:**

- Existence and completeness of STP, WTP and EMC on all disciplines;
- qualified teaching staff, skillfully applying active and informative methods of training;
- improvement of qualification and scientific potential of teachers;
- work experience in 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 according to 9 criteria of the standard, the College has strong positions.*

**STANDARD " EFFICIENCY OF EDUCATIONAL PROGRAM"**

As a result of development of the educational training program in the specialty 0306000 "Pharmacy", students should have professional competencies corresponding to the main types of professional activity in qualification 0306013 "Pharmacist", in accordance with the current State General Standard of the Republic of Kazakhstan of 2010 and the State Educational Establishment 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.

**Table 6. Dynamics of indicators of academic progress and quality of knowledge on the FSC**

Academic year	Number of graduates	From them have passed examinations on:				Progress %	Quantity of knowledge %	Received a diploma with honors.
2012-2013	23	6	11	6		100	74	-
2013-2014	34	24	10	-	-	100	100	-
2014-2015	28	13	15	-	-	100	100	-
2015-2016	22	8	12	2	-	100	90,9	4

The analysis of the final state certification shows the stability of the results of academic progress, which indicates a satisfactory level of training of specialists and compliance of the main indicators of educational activity with qualification requirements in the specialty "Pharmacy". Diplomas with honors for the first time in the previous three years received 4 students who completed their studies in 2015-2016.

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 head of the department. 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 existence of vacant positions for pharmaceutical workers. The demand for

pharmaceutical mid-level professionals is explained by the rapid development of the pharmaceutical business in the Republic of Kazakhstan, in the North-Kazakhstan region, in the city of Petropavlovsk. The management of the college decided to recruit students for the specialty "Pharmacy" for training on a budgetary basis in 2013 and 2014, then all graduates are distributed to the regions of the North Kazakhstan region.

**Table № 7. Employment of graduates in the context of 4 years**

Academic year	Amount of students			Amount of employed			Employment, %
	Total	Grant	On a paid basis	Total	Grant	On a paid basis	
2012/2013	23		23	23	-	23	100
2013/2014	34		34	32		32	94
2014/2015	28	1	27	28	1	27	100
2015-2016	22	22	-	22	22	-	100

In 2013 -2014 two students left the Republic of Kazakhstan.

The analysis of the employment of graduates in 2016 shows that 22 graduates are employed.

Among students of college questioning on satisfaction with educational process was carried out. 31 students of specialty "Pharmacy" have taken part in this questioning:

1. 100% of students have noted prestige of training in college in this specialty,
2. 83,8%, of students are satisfied with the organization of educational process;
3. 90,3%. of students are satisfied with conditions for carrying out studies.
4. 93,5% of students are satisfied with the educational schedule.
5. 96,7% of students are satisfied with conditions for occupations of physical culture and sport.
6. 90,3% of students are satisfied with sufficient amount of educational literature and Internet availability.

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 receive information about employers 'satisfaction with the quality of graduates' training, a survey was conducted of heads of medical and pharmaceutical organizations. 9 organizations participated 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 - 76%;
2. Possession of standard computer office programs - 95%;
3. Ability to make decisions independently - 75%;
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) - 90%;

Leadership, the ability to lead others - 76%.

Thus, the satisfaction of consumers with training of specialists was 91%. To meet the needs of employers, it is necessary to strengthen the role of independent education for developing a sense of responsibility, continue to develop clinical thinking, constantly improve oneself, expand their knowledge and skills.

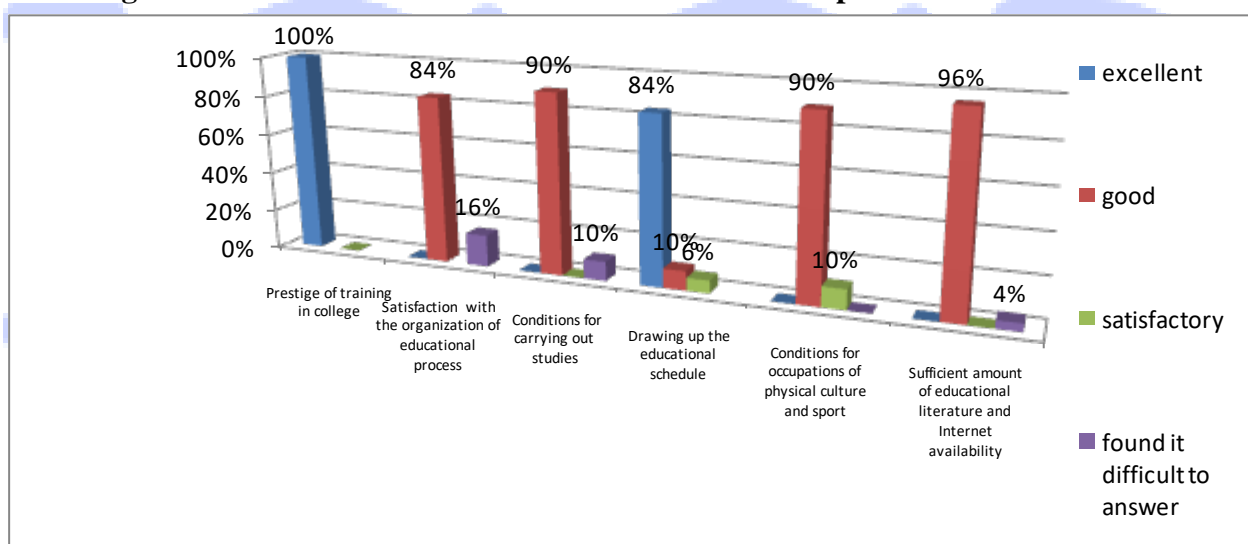
The medical college creates conditions for the development of the creative and scientific potential of teachers and students, stimulates learning and research activities, using various forms of motivation.

In the 2015-2016 academic year there were 15 subject groups at the college. The main forms of these groups are educational and research work and the students' creativity. The most widespread form of SERW is groups on special subjects. The main areas of SERW are educational, extracurricular research work of students.

The effectiveness of the educational and research work of the specialty "Pharmacy" is confirmed by the following results: there are annual competitions of professional skill, the winners of which take part in the republican contest "The Best Pharmacist". So, in 2015 the teacher E.M. Moldozhanova participated in the meeting of the EMS, her student N. Gutnik took the 3rd place in the contest "The best pharmacist-2015" in Karaganda; in 2016 teacher Belyaeva L.L. and the student Karimzhanova M. received the certificate of the participant of the international contest "The Best Pharmacist-2016" in Kostanay.

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 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 about employers' satisfaction with the quality of graduates' training, a survey of the heads of medical and pharmaceutical organizations was conducted.

To obtain information on the graduates' satisfaction with the quality of their training for further practical work, a survey of 48 employed graduates of the specialty "Pharmacy" was conducted.

Based on the 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 - 82%;
2. Possession of standard office programs on the computer - 98%
3. The ability to make independent decisions - 82%
4. Communicative skills (ability to communicate with patients, colleagues, teamwork) - 93%
5. Commitment to Ethical Principles - 100%

**Graduates noted the average level of the following professional and personal competencies:**

The ability to generate new ideas (creativity) - 92%

Leadership, the ability to lead others - 78%.

The desire to achieve success, the will to win -67%

Thus, satisfaction of graduates with quality of the training was 91%. 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:**

- there is a positive experience of creative groups of teachers on topical issues of the educational process;
- introduction of modern educational and informative and communicative technologies of education;
- a high percentage of employment of graduates;
- regular external and internal monitoring and analysis of all activities of the college.

**Weaknesses:**

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

**Recommendations:**

- to meet the needs of graduates there is a need to pay more attention to the theoretical and practical classes training professional activity;

*EEC notes that that according to 7 criteria of this standard the College has strong positions .*

**STANDARD «TEACHERS AND TEACHING EFFICIENCY»**

Teachers, both permanent and freelance, have a special education, and some of them have work experience in medical institutions. All teachers who implement the educational program in the specialty "Pharmacy" have the highest level of qualification.

During the period of production training and professional practices, the general and direct supervisors (the pharmacy manager, pharmacists, pharmacutists) appointed by the order for the pharmacy organization are responsible for ensuring the quality of the level of professional competence. The methodological supervisor monitors the implementation of the practice program, distributes it to workplaces and checks the accounting and reporting documentation. Direct supervisors of the practice daily monitor the mastery of professional skills. At the end of the practice, students pass tests on the practice sites and provide diaries, reports, and characteristics certified by representatives of pharmacy organizations. The used mechanism makes it possible to carry out an effective training load in full.

The number of permanent teachers is sufficient to ensure that the results of the training of students and the results of the educational program will be achieved.

**Table 9. Information about the teachers of the educational program**

<b>Total</b>	<b>Permanent / %</b>	<b>Freelancer/ %</b>	<b>Medical profile/ %</b>	<b>Non- medical profile / %</b>	<b>Full-time/ %</b>	<b>Part- time/ %</b>
29	28/97%	1/3%	8/28%	21/ 72%	28/97%	1/3%

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

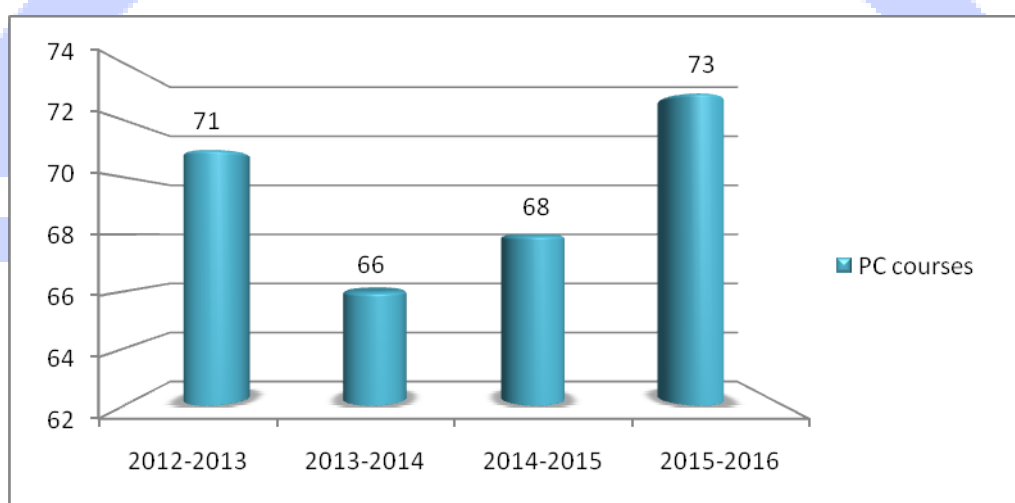


approaches in teaching, taking into account the peculiarities of the psychology of the perception of educational information.

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, conducting educational seminars for mastering of using methods of multimedia technologies to conduct lectures and practical classes and organize competitions among teachers.

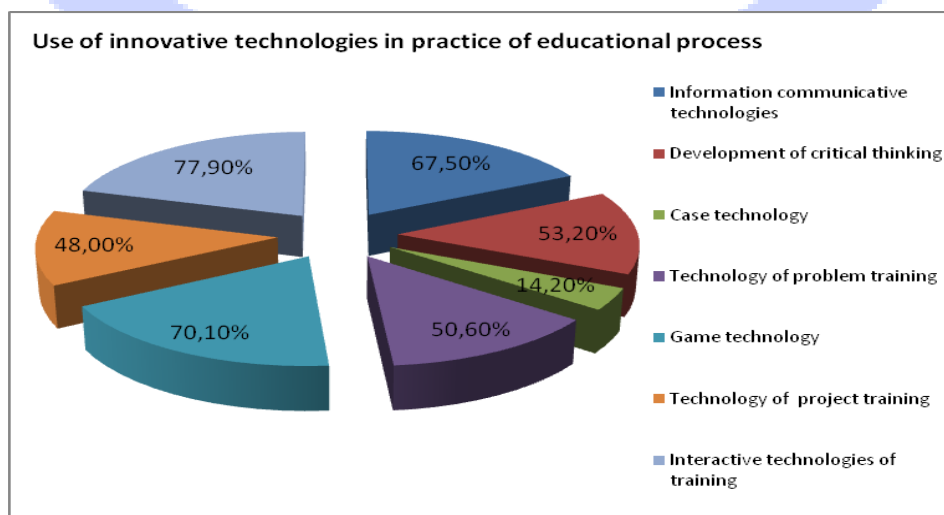
Professional development of teachers in college is carried out in different forms: advanced training courses of teachers at branch of JSC company "National training center "Өрлеу" of Institute of professional development of pedagogical workers, school of improving of pedagogical skills, school for young teachers, participation in conferences, seminars, competitions of pedagogical skill city, regional, republican levels

**Diagram 13. Teachers' 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**



In the reporting year, the number of publications increased from 7 to 17 articles, the activity of the teaching staff increased on 41.1%, 4 teachers were certified.

The articles of the teachers are published in the framework of the international project "G-GLOBAL - EXPO - 2017" among the educational institutions of the TPE organizations of NKR.

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: in 2012-2013 academic year - 72.2%, in 2013-2014 academic year - 57%, in 2014-2015 academic year - 47%, in 2015-2016 academic year - 50%, in 2016-2017 academic year - 58.6%. 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.

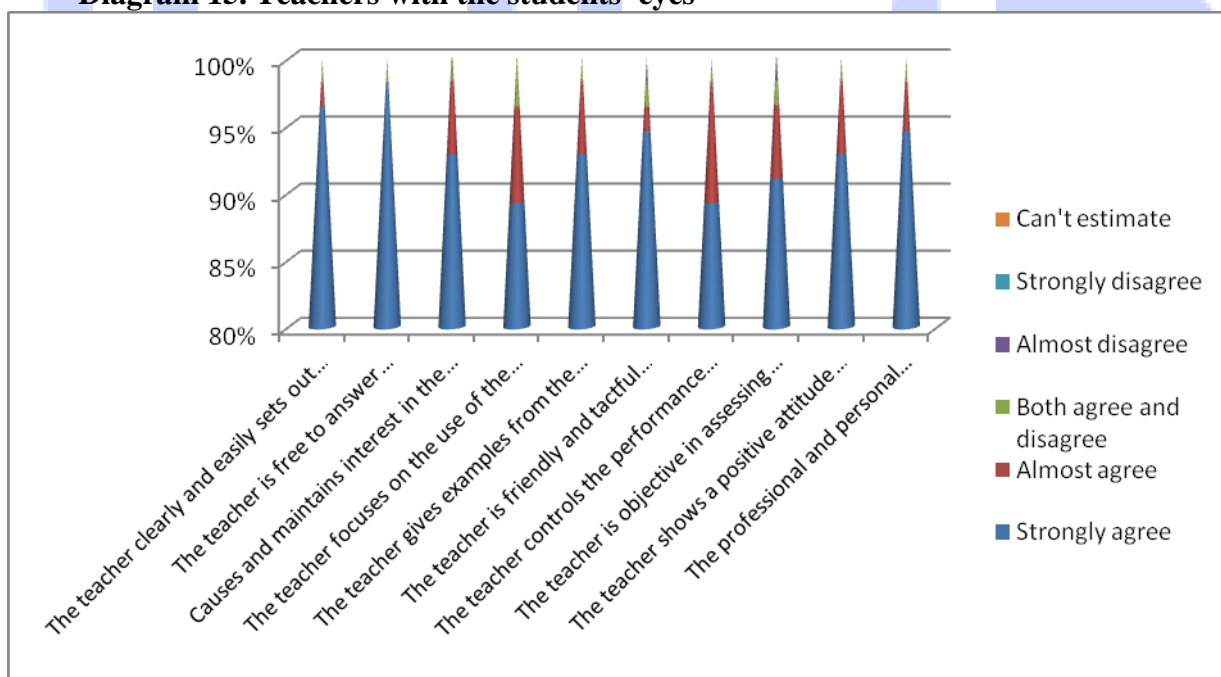
In 2015-2016 academic year 1 teacher of the department "Pharmacy" received the highest qualification category, 1 teacher confirmed the first category, 3 teachers were awarded the second qualification category.

The activity of the teaching staff has increased on 67.6% in 2015-2016 academic year in comparison with 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 demonstrative classes, mutual attendance of classes, master classes, competitions, seminars, conferences, questionnaire "Teacher with the student's eyes"

The results of questionnaire are showed in the diagram "Teacher with the student's eyes"

**Diagram 15. Teachers with the students' eyes**



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. Each teacher develops his individual plan-report on scientific and methodological work for the forthcoming academic year. The developed individual plan teacher presents on the meeting of a cycle (subject) methodological commission for discussion, approval and approval by the CMC chairman.

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

1. published in periodicals: regional, republican, international specialized journals and collections of 24 articles, including 17 scientific articles;

2. participation in competitions-10, including 1 regional competitions, 5-republics, 4-international.

19 teachers received prizes:

I place-5;

II place - 8;

III place - 6;

Certificates, diplomas - 4.

**Strengths:**

- there is an active work to improve the quality 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:**

- 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;

**ECE notes that that according to 9 criteria of this standard the college has strong positions. By 1 criterion of this standard the college has a satisfactory position.**

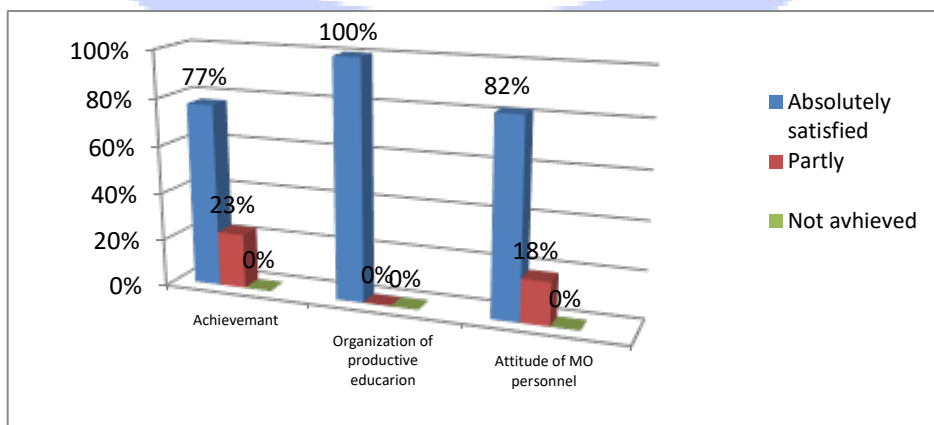
**STANDARD "STUDENTS"**

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 0306000 "Pharmacy" 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 conditions for students' personal development and education

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 college, a social passport of students is compiled annually. Students of the college, trained on a budgetary basis, a state scholarship is paid. Particular attention is paid to the process of teaching of students from the category of orphans and students left without parental care. There is 1 student LWPC, orphans is studied in the specialty " Pharmacy". Students who has remained without parental care receive a state scholarship, an additional payment of 30% of the state scholarship, as well as a social allowance for food at a rate of 40% of the cost of 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 group, the students' self-government, individual work with students and parents, and the work of the curators' section.

Students of the department «Pharmacy», who took an active part in the life of the college were awarded with Thanksgiving Letters .

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

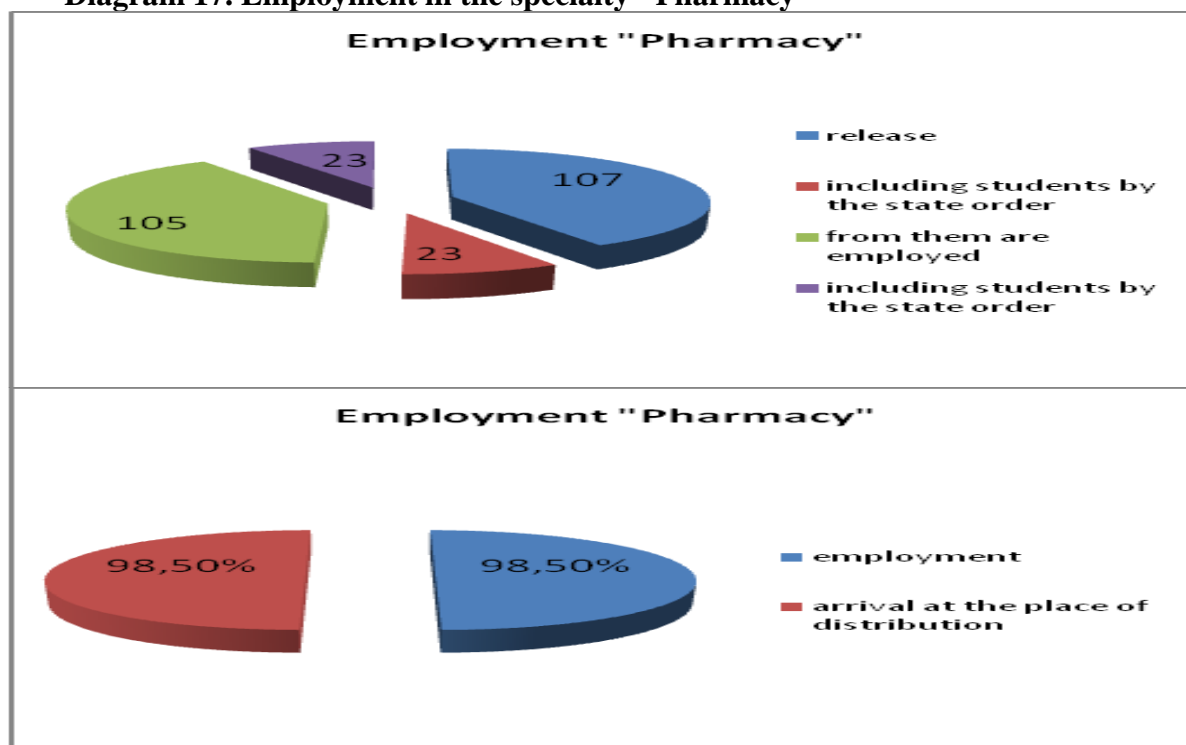
The medical worker of the college creates a "Health sheet" for each group, which reflects the current state of students' health, the date of routine immunization, registers students' medical certificates for the period of his/her illness, and annual preventive medical examinations organize.

To support students in the college staff there is such units as psychologist, social teacher, 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 S CPP , personnel department of the MO.

**Diagram 17. Employment in the specialty "Pharmacy"**



There is a questioning on students' satisfaction with educational process was carried out among students of college. 31 students of specialty "Pharmacy" have taken part in questioning: 100% of students noted prestige of training in college in this specialty; 83,8% of students are satisfied with the organization of educational process, 16,2 % of students found it difficult to answer; 90,3%, are satisfied with conditions for carrying out studies, 9,7- are not satisfied; 93,5% are satisfied with positive drawing up of the educational schedule, 6,5%, are not satisfied; "Sufficiency of educational literature in the library and the accessibility of the Internet" are noted 90.3% of respondents, 9.7% are not satisfied with the quality of textbooks. Moral atmosphere is positive for 83.8% of respondents, neutral for 16.2%. 74% were satisfied with the organization of catering, 26% were not satisfied. Work to promote HLS meets 74,4 %, 23.6% of respondents are not satisfied; in general, 83.8% are satisfied with the quality of student life.

Thus, based on the results of the questionnaire, it can be concluded that most of the students are satisfied, both with the material and technical base of the college, and with the conditions of studying in the college.

***Srengths:***

- 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 hostel;

***Recommendations:***

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

*ECE notes that that according to 8 criteria of this standard the college has strong positions.*

## 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 connected by a transition commissioned. The training area is corresponded to the requirements of sanitary norms and safety regulations.

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

The number of students in computer is 16 people. There are 7 interactive boards are used within the bounds of teaching of general, professional and special disciplines. On the basis of the medical college there is its own website- [www.mksko.kz](http://www.mksko.kz), which was awarded with the first-degree diplomas in 2015 and 2016. To help students for self-preparation, there is 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, there is also MFD (3 in 1: printer/copier/scanner). 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 "Pharmacy" is represented by 15 study rooms and 1 laboratory. All studies of pharmaceutical disciplines are most approximately to the organization of a workplace of future specialist. The material and labor resources of the college provide the conditions necessary to provide quality educational services. The equipment of the cabinets and laboratories is carried out in accordance with the "Table and the norms of the resources of the cabinets and laboratories of secondary medical and pharmaceutical education" and the equipment is composed 86.1%.

On the basis of college the informative and technical center is created. There are 3 computer classes with high-speed access to the Internet.

The work of classes with the multimedia equipment is composed of 10 academic hours a day, and 6 academic hours of using of interactive boards. The budgetary and material resources are in enough for ensuring achievement with the program of its mission, purposes and the expected results.

The equipment of the cabinets and laboratories of pharmaceutical disciplines was achieved through the acquisition of modern teaching aids, a screen projector, reagents, technological equipment (IRF 454B2M refractometer, AI-3 infrared apparatus, Biomed-1 microscope, water bath, photoelectric photometer "KFK- 3-01 ZOMZ ", a spectrophotometer 721 350-1020 nm, a hygrometer of the psychrometric VIT-2, etc.).

The work of the library is carried out in accordance with educational work of the college. The book fund of library of college makes 33930 copies. Total book provision per student - 31.5.

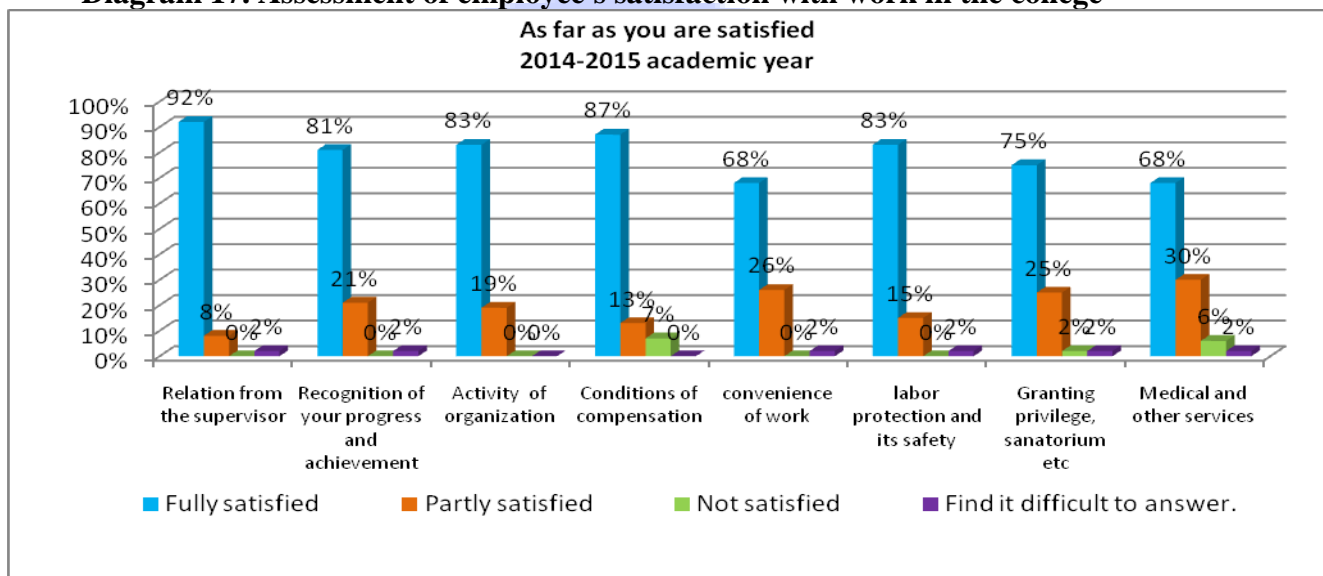
The fund of the library of the medical college is annually completed with new educational and scientific-medical literature. Library account is maintained through the "Library business" program, which allows creating an electronic library of methodological manuals for college teachers

For the first year students classes are organized on the basics of library and bibliographic knowledge.

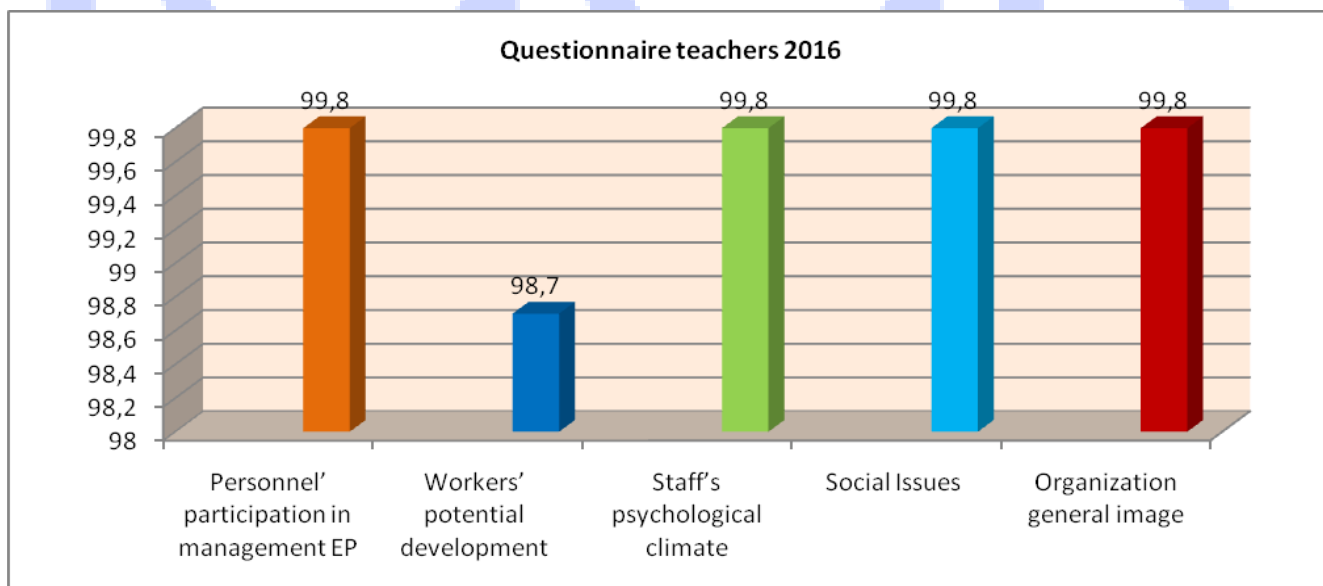
Universal software packages Internet phone2mb/s, operating system Windows XP, Windows 7, Antivirus programs EsetSmartSecurity are widely used in the educational process and in the work of the library.

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 17. Assessment of employee's satisfaction with work in the college**



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



The medical college is provided with practical bases (3) and has necessary resources for acquisition by students of practical skills and mastering professional competences on the basis of the pharmaceutical organizations of practical health care.

**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;

***Weaknesses:***

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

***Recommendations:***

- to provide a possibility of increasing in capacity of the Internet of college;
- to increase the amount of educational literature in Kazakh.

***ECE notes that that according to 10 criteria of this standard the college has strong positions. and according to 1 criterion improvement is supposed.***





## 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			
<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>		8			
<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>10</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>GRAND TOTAL</b>		<b>50</b>	<b>0</b>	<b>2</b>	<b>0</b>

