



«АККРЕДИТТЕУ ЖӘНЕ РЕЙТИНГТИҢ  
ТӘУЕЛСІЗ АГЕНТТІГІ» КЕМ

НУ «НЕЗАВИСИМОЕ АГЕНТСТВО  
АККРЕДИТАЦИИ И РЕЙТИНГА»

INDEPENDENT AGENCY FOR  
ACCREDITATION AND RATING

# REPORT

of the external expert commission (EEC)

about the results of the work of the external expert commission on the evaluation for the compliance with the requirements of the institutional accreditation standards SMMS “College of the light industry and the service” of the Department of Education of Shymkent city

in the period from “22nd” to “24th” November 2018.

Shymkent 2018

***AN INDEPENDENT AGENCY OF THE ACCREDITATION AND  
THE RATING  
AN INSTITUTIONAL ACCREDITATION***

***It is addressed  
To the Accreditation  
Council of the IAAR***



Независимое агентство  
аккредитации и рейтинга

**IAAR**  
**An Independent Agency  
of the Accreditation and the Rating**

**REPORT**  
**of the external expert commission (EEC)**

**about the results of the work of the external expert commission on the evaluation  
for the compliance with the requirements of the institutional accreditation standards  
SMMC “College of the light industry and the service” of the Department of Education of  
Shymkent city  
in the period from “22<sup>nd</sup>” to “24<sup>th</sup>” November 2018.**

**Shymkent city**

**“24<sup>th</sup>” November 2018**

## **(I) THE LIST OF THE NOTATIONS AND ABBREVIATIONS**

RK	Republic of Kazakhstan
SCES	State Compulsory Educational Standard
SPDES RK	State Program of the Development of Education and Science of the Republic of Kazakhstan
TaPE	Technical and professional education
AAP	Administrative agricultural part
SAC	State Attestation Commission
EW	Educational work
IT	Informative technologies
ICT	Informative and communicative technologies
AW	Academic work
EPW	Educational and productive work
EPW	Engineering-pedagogical workers
CTP	Calendar-thematic plan
MA	Methodical association
MES	Ministry of Education and Science
ALPT	Assessment of the level of professional training and qualification acquisition on professions
EP	Educational program
SCC	Subject-cycle commission
WC	Working curriculum
WP	Working programm
TC	Typical curriculum
TMC	Training and methodology complex
QMS	Quality Management System

### **(III) INTRODUCTION**

In accordance with the order of \_\_\_\_\_ of the Independent Agency of Accreditation and Rating in SMMC “College of Light Industry and Service” of the education department of South Kazakhstan district by an external expert commission from 22<sup>nd</sup> to 24<sup>th</sup> November 2018, an assessment of the compliance of activities and implementation of educational programs with the standards of institutional accreditation of IAAR was made.

The report of the external expert commission (hereinafter referred to as EEC) contains an assessment of the compliance of the college’s activities with the criteria of the IAAR standards, recommendations of the EEC for the further improvement of the college’s activities and the parameters of the activities’ profile of SMMC “College of Light Industry and Service” of the education department of South Kazakhstan district.

#### **Staff of EEC:**

1. **Chairman of the commission** – Mekebayeva Nazym Ablezovna, the Deputy Director on the Academic Affairs of the MSOPE “College of Tourism and Hospitality Industry” (Almaty);
2. **Foreign expert** – Sosnin Vyacheslav Viktorovich, Director of the Center “Union” (Omsk city, Russian Federation);
3. **Expert** – Musina Gaukhar Kafarovna, a teacher of special disciplines of the MSOPE “North Kazakhstan Professional Pedagogical College”, Petropavlovsk city;
4. **Observer from the Agency** – Bekenova Dinara Kairbekovna, a project manager of the accreditation of the organization of the TaPE IAAR (Astana);
5. **Employer** – Togataev Torabek Usembekovich, Head of the Department of “Technology and Design of Textile Materials” of South Kazakhstan State University named after M.Auezov (Shymkent city);
6. **Student** – Kanlybayeva Danael Myrzakalikyzy, a student of the 3<sup>rd</sup> course of the specialty “Design” of the private enterprise “College “Parasat” (Shymkent city).

### **(IV) REPRESENTATION OF THE EDUCATION ORGANIZATION**

SMMC “College of Light Industry and Service” of the education management of South Kazakhstan district is the basic college for the training of personnel for the light industry in Turkestan district. The college was founded in 1966 as the State professional technical specialized school №124.

1. UVTS No.124 was renamed into Technical School No.26 by the order No.234 of the State Professional Education of the KazSSR from 25<sup>th</sup> June 1976.
2. TS No.26 was renamed into STVS No.5 by the order No.220 of the State Professional Education of the KazSSR from 3<sup>rd</sup> August 1984.
3. SPTSS No.5 was renamed into TCC No.5 on the basis of the order No.476 of the Education Department of South Kazakhstan district from 6<sup>th</sup> August 1996.
4. TCC No.5 was renamed into SI PS No.5 according to the decree No.175 of the Akimat of South Kazakhstan district, dated on 2<sup>nd</sup> May 2002.
5. SI PS No.5 was renamed into SCES PL No.5 according to the decree of the Akim of South Kazakhstan district for No.19, dated on 21<sup>st</sup> January 2008.
6. SMMC “Professional Lyceum No.5” of the Education Department of the Akimat of South Kazakhstan district was renamed into “College No.5” of the Education Department of South Kazakhstan district according to the decree of the Akimat of South Kazakhstan district for No.394

from 24<sup>th</sup> December 2012.

7. “College No.5” of the Education Department of SKD, renamed into “College No.5” of the Education Department of the Youth Policy and Language Development of SKD, according to the decree of the Akimat of SKD No.13 from 23<sup>rd</sup> January 2015.

8. “College No.5” of the Education Department of the Youth Policy and Language Development of SKD was renamed into “College No.5” of Education Department of South Kazakhstan district in accordance with the decree of the Akimat of South Kazakhstan district No. 99, dated on 5<sup>th</sup> April 2016.

9. “College No.5” of the Education Department of SKD was renamed into “College of Light Industry and Service” of the Education Department of SKD for No.344 from 7<sup>th</sup> December 2017.

According to the general license No.KZ19LAA00010820, dated on 26<sup>th</sup> January 2018, issued by the Department on the Control in the sphere of Education of SKD, SCES of the Republic of Kazakhstan No.1080 - dated on 23<sup>rd</sup> August 2012, the Governmental Decisions of the Republic of Kazakhstan dated on 13<sup>th</sup> May 2016 No.292 About the Amendments and Additions to the Resolution of the Government of the Republic of Kazakhstan dated on 23<sup>rd</sup> August 2012 No.1080 “About the approval of the State Compulsory Educational Standard of education of the relevant levels”, of the Order of the Ministry of Education and Science of the Republic of Kazakhstan dated on 22<sup>nd</sup> January 2016 No.72 “About the Amendments and Additions to the order of the Ministry of Education and Science of the Republic of Kazakhstan dated on 15<sup>th</sup> June 2015 No.384 “About the approval of the typical curriculum plans and the model curriculum programs on the specialties of technical and vocational education”. The college of the light industry and service trains the personnel for sewing and weaving production according to two educational programs:

1. Specialty 1209000 “Weaving Production” (by types)  
Qualification 1209012 “Weaver”
2. Specialty 1211000 “Sewing production and modeling of clothes”  
Qualifications 1211032 – “Seamstress”  
1211062 – “Tailor”  
1211072 - “Fashion Designer – Cutter”  
1211093 – “Technician-Technologist”

The main structural subdivisions of the college are: the department, the subject-cycle commissions, which manage the certain areas of college activity. Subdivisions are official groups of the employees, responsible for the performing a specific set of functions. The functions and activities’ direction of the department and the SCC are set in the relevant positions.

The financial condition of the college is sustainable. There is no accounts payable with suppliers, wages, and taxes.

Today the college has a perfect material and technical base and an equipment of the educational process, allowing conducting the training lessons in the light of modern requirements. The college attaches a great importance to computerization, for this purpose the computer classes have been created, which are used in training lessons for the current, intermediate and final control of students' knowledge and the scientific-research work.

The college is actively implementing the information and communication, interactive and innovative technologies, there is a college site. A common student database has been created. All college documentation is available for the work of the management staff. Personal computers and computer classes are connected to the Internet. There is a local network.

In 2012, the college passed the state attestation.

№	Teachers,		Pedagogical experience
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	masters p/o	Total	till 3 years	from 3 till 10 years	from 10 till 20 years	from 20 till 30 years	above 30 years
1.	Teachers	51	6	8	27	5	5
2.	Masters p/o	33	2	18	9	1	3
3.	General quantity	84	8	26	36	6	8

The contingent of the students on educational programs is formed from the groups, the training in which is conducted in the State, Russian languages in full-department form.

Contingent:

Academic year	2015-2016 a.y.	2016-2017 a.y.	2017-2018 a.y.	2018-2019 a.y.
A set of students in total	50	50	50	50
Quantity of graduates in total	43	44	42	-

#### **(V) THE DESCRIPTION OF THE VISIT OF EEC**

The work of EEC was carried out on the basis of the Program of the visit of the expert commission on institutional accreditation of educational programs in the SMMC “College of Light Industry and Service” of the Education Administration of South Kazakhstan district in the period from 22<sup>nd</sup> November to 24<sup>th</sup> November 2018.

To obtain the objective information about the quality of educational programs and the entire infrastructure of the college, clarifying the contents of the self-assessment reports, a visual inspection of the college, visits the enterprises and a number of scheduled meetings were held with: the director of the college, the deputy directors of the college on the activities’ direction, the managers of structural divisions of the college, the management, employers, college graduates, teachers, industrial training masters, parents and employers. In total, 330 people took part in the meetings.

Details about the staff and students, who participated in the meetings:

<b>Category of participants</b>	<b>Quantity</b>
Head	1
Deputy Head	4
Head of Department	7
Chief Accountant	1
Head of personnel department	1
Teachers	56
Employees	4
Students	130
Graduates	54
Employers, social partners	20
Parents of students	51
<b>Total</b>	<b>330</b>

In the course of the EEC, a visual inspection of the college infrastructure was conducted: the classrooms, computer classes, a library, a reading room, a conference room, the laboratories, a gymnasium, a hostel, a medical center, a canteen. The documentation of the departments

implementing the accredited educational programs was also studied.

During the second day, the following practices were visited:

Educational program	Time	Enterprise	Address	Head of the company
1211000- Sewing production and modeling of clothes 1211062-Tailor	14.15	LLP "Garment Factory "Gaukhar"	Samal mcr., Kaziev str. w/n	Khalbaeva Anipa Lesbekovna
1211072- Fashion designer-cutter	15.00	EC «Komek-Bolahsak»	T.Ryskulov str., w/n	Tilepbergenov Azimbek Satimbekovich
1211032- Seamstress	15.30	LLP «Alatex»	Tashenov str. №99B.	Sanzharova Klara Aripzhanovna
1211032- Seamstress	16.30	LLP «Kazplast»	Turekulov str. w/n	Orazalieva Dildagul Sugirovna
1209000- Weaving production	14.30	LLP «Alem BT»	Sayram r/n, Zhuldyz l/m SEZ "Ontustik"	Balabiev Maksat Karimovich
	15.00	LLP «Bal Textile»	Sayram r/n, Zhuldyz l/m SEZ "Ontustik"	Oguz Durru
	15.30	LLP "Nazar Textile"	Sayram r/n, Zhuldyz l/m SEZ "Ontustik"	Arystanov Abubakir
	16.00	LLP «Azala Cotton»	Sayram r/n, Zhuldyz l/m SEZ "Ontustik"	Onlanbekov Darkhan
1211000- Sewing production and modeling of clothes	16.30	LLP "AGF Group"	Sayram r/n, Zhuldyz l/m SEZ "Ontustik"	Nasyrov Fathulla Bahramovich

Experts from the EEC also attended the classes in the production workshops:

Workshop number	Full name of the responsible person	GP	Group	Discipline
№9	Abashova Irina Viktorovna	1211072- Fashion designer-cutter	631	Industrial training
№6	Sakhova Aidana Anuarbekovna	1211032- Seamstress	836	Industrial training
№7	Umirbaeva Altynai Murzabekovna	1211032- Seamstress	837	Industrial training



№8	Dosalieva Zhansaya Maratovna	1211072- Fashion designer- cutter	839	Industrial training
№3	Tairahunova Saltanat Ashirovna	1211072- Fashion designer- cutter	838	Industrial training
№7	Dzhaksybayeva Kumisay Dauletovna	1211062- Tailor	733	Industrial training
№2	Ainabekova Zhanna Adilkhanovna	1211062- Tailor	734	Industrial training

Analysis of attendance of classes indicates a sufficient theoretical level of training. In the lessons, the teachers use the computer technology and interactive whiteboards; use the handouts in sufficient quantities. An analysis of the activities of the college's teaching staff demonstrates the team's desire to improve the quality development of the college.

## **(VI) THE CONFORMITY TO THE INSTITUTIONAL ACCREDITATION STANDARDS**

### 6.1. Standard "Vision, Mission and Strategy"

- The organization of technical and vocational education demonstrates the development of a mission, vision and strategy based on an analysis of the real positioning of the educational organization and their focus on meeting the needs of the state, interested persons and students
- The technical and vocational education organization should demonstrate the individuality and uniqueness of the mission and strategy
- *The organization of technical and vocational education should ensure the adequacy of the mission, vision, strategy to the available resources (including financial, information, personnel, material and technical base), the needs of the labor market and the educational policy of the Republic of Kazakhstan*
- The organization of technical and vocational education should involve the representatives of the groups of interested persons, including students, teachers and employers to the formation of the mission, vision, strategy
- *The organization of technical and vocational education demonstrates the transparency of the processes of the formation of the mission, vision, strategy*
- *The organization of technical and vocational education ensures the information the interested persons about the contents of the mission and strategy and the processes of their formation*
- *The organization of technical and vocational education should determine the mechanisms of the formation and regular review of the mission, vision, strategy and monitoring of their implementation*
- *Vision, mission and strategies should be consistent with each other.*
- *The organization of technical and vocational education implements the processes of the strategic, tactical and operational planning and allocation of resources in accordance with the vision and mission*
- *The organization of technical and vocational education systematically collects, accumulates and analyzes information about its activities and conducts self-assessment in all areas, based on the development and implementation of measurement processes, analysis to assess the success of the implementation of the TaPE organization strategy through indicators such as "performance" and "efficiency"*



- *Based on the strategy of the organization of technical and vocational education, it should develop the documents, specifying it in specific areas of the activity and processes*

### ***An evidence part***

The College of Light Industry and the Service of Education Management of South Kazakhstan district is guided in its work by the main directions of the state educational policy, established in the Law of the Republic of Kazakhstan “About Education”, by the State Program of the Development of Education and Science of the Republic of Kazakhstan for 2016-2019, and by other law and regulatory acts in the field of education, by the Charter of the college, by the strategic development plan of the college for 2016-2019.

The management system of the administrative-management staff is aimed at the realization of the college’s mission, vision and development strategy. The tasks of the college management include the implementation of approved strategic documents, analysis of the effectiveness of the implementation of individual strategic goals, and, if necessary, the adjustments and revision of strategic documents in circumstances changes.

According to the Charter of the college and the staff list, the college is directly managed by the college director, acting in accordance with the “Typical qualification characteristics of teaching staff of the technical and vocational, post-secondary education” approved by the Order of the MES of the Republic of Kazakhstan No.338 dated on 13<sup>th</sup> July 2009.

The college’s productive working plan for the 2018-2019 academic year was reviewed and approved at the meeting of the first pedagogical council by open voting. The plan provides a report and analysis of the done work during the last academic year and defines the goals and objectives of the current academic year. The college’s productive working plan is drawn up on the basis of the work plans of each structural unit. In addition, each structural division of the college has short-term work plans.

The implementation and execution of work plans is reviewed at meetings of collective bodies and is reflected in the minutes of meetings.

The work of the pedagogical council is developed in accordance with the “Model rules of the activities of the pedagogical council of the TaPE organization, post-secondary education” (Order of the Ministry of Education and Science of the Republic of Kazakhstan dated on 24<sup>th</sup> October 2007 No.506). The composition of the pedagogical council is approved by open voting at the first meeting of the pedagogical council and is approved by the order (Order No.80-NK, dated on 29<sup>th</sup> August 2018).

### ***An analytical part***

*The experts* were convinced of the consistency of the college’s strategic goals, the adequacy of the mission, vision, strategy to the available resources: financial, informational, personnel and material and technical base.

The means of exchanging information are: the meetings of the pedagogical council, the Board of Trustees; meetings with the director; reports; applications; statements; visual agitation (information stands, announcements); internal computer network; E-mail; College website (virtual reception of the director) <http://www.5college.kz/>, pages on Facebook, Instagram, VContact, free access to the Internet.

*Members of the EEC* note that the information on the website and social networking pages reflects the activities of the college quite fully.

The presence of approved internal regulatory documents confirms that the compliance of the mission, goals and objectives with available resources, college opportunities and market requirements is in manageable conditions. This, in turn, indicates that college management is

developing effectively in accordance with the trends of TaPE.

In accordance with the goals and objectives of the State Program of the Development of Education and Science of the Republic of Kazakhstan for 2016-2019, a strategic development plan for the college for 2016-2019 has been developed. The chosen policy and development priorities of the college made it possible to occupy a certain place in the field of education for the training of personnel meeting the requirements of the labor market.

The survey showed that, in the opinion of teachers, the mission of the college is reflected in the curriculum (100% rated excellent and good), assessment procedures (100% rated excellent and good), and innovative programs (100% rated excellent and good). Evaluation of the involvement of teachers in the process of making managerial and strategic decisions shows a high result - 100%.

College social partners: 1. LLP «Nazar Textile», 2. LLP «Zhanatalap-MT», 3. LLP «Alem-BT», 4. LLP «Azala Textile», 5. LLP «Alatex», 6. LLP «SABTEX», 7. LLP «Tomiris», 8. LLP «SUNTEX», 9. LLP «KAZPLAST», 10. LLP «AGF Group», 11. LLP «Komek Bolashak», 12. LLP «DALA-CONSTRUCTION.KZ», 13. LLP «Shymkent Cashmere», 14. LLP «SnabLider», 15. LLP «AZALA Cotton», 16. LLP «Gaukhar», 17. LLP «Fiorentina», 18. LLP «Melange», 19. LLP «Voskhod», 20. LLP «UNIROBA», 21. LLP «Golden Nomad», 22. LLP «KazFinancialGroup».

Indicators of the employment of graduates in the labor market: 2015-2016 years - 95.4%, 2016-2017 years - 100%, 2017-2018 years - 90.3%.

The expert group notes that the introduction of inclusive college education began in September 2014. At this time, the college trains 5 groups, whose contingent is 61 people with hearing impairment? Achievement for themselves, the teachers have determined that in these groups not a single student was lost, 2 groups had already graduated, their employment was 100%. It is gratifying that the college has established strong ties with social partners, on the basis of the data of enterprises, students undergo professional practice, and after graduation they get a job in their region.

*The experts* were convinced that the systematization of documents on the work of the labor collective, is fulfilling according to the Labor Code of the Republic of Kazakhstan, it is processed and stored in the personnel department and in the archive of the college.

#### ***Strengths/Best Practices***

- basic college for the training of personnel for light industry in Turkestan district;
- high demand for the specialties;
- compliance with the modern tendencies of the market labor's development;
- equipment with the modern sewing equipment of training workshops;
- ensuring with equal access and creating conditions for technical and vocational education.

#### ***Recommendations of EEC***

- to intensify work on the awareness of interested persons (employers, students and parents) about the contents of the mission, vision, strategy and processes of their formation;
- to expand the mechanisms for informing the students, parents and employers about the components of the graduate model, taking into account the specialty received.

***EEC notes that the institutional profile of the college according to this standard, "Vision, Mission and Strategy," 7 strong positions, 14 satisfactory, 1 implies the improvements.***

## 6.2. Standard “Direction and Management”

- *The management of the TaPE organization should include:*
  - ✓ *activity management through the processes*
  - ✓ *mechanisms for planning, development and continuous improvement*
  - ✓ *risks’ assessment and identification of the ways to reduce these risks*
  - ✓ *monitoring, including the establishment of reporting processes*
  - ✓ *analysis of detected non-conformities, implementation of the developed corrective and preventive actions*
  - ✓ *analysis of the effectiveness of changes*
  - ✓ *assessment of the effectiveness and efficiency of the subdivision’s activity and their interaction*
- *The TaPE organization must ensure the conformity of its structure of the organization’s development strategy of the TaPE*
- *The TaPE organization should ensure the availability of the documents on the organizational structure and management of the TaPE organization*
- *The TaPE organization should document all major business processes*
- *The TaPE organization must demonstrate a clear definition of those responsible for business processes, an unambiguous distribution of staff duties, separation of functions of collegial bodies*
- *The TaPE organization should provide an availability of information and feedback system*
- *The TaPE organization should establish the frequency, forms and methods for evaluating the activities of collegial bodies and structural divisions, top management*
- *The TaPE organization should ensure the management of the educational process through the management of the individual educational programs*
- *The TaPE organization must demonstrate the successful functioning of the internal system of quality provision of the TaPE organization*
- *An important factor is the availability of a certified quality management system and its continuous improvement*
- *An important factor is the availability of information systems and databases, the use of the Internet for information, the availability of a portal and/or an Internet site*
- *An important factor is the participation of the representatives of the interested persons (employers, teachers, students) in the composition of collegial governing bodies*
- *The TaPE organization must demonstrate the mechanisms for resolving the conflicts of interests and relationships, through the availability of information on compliance/defection and the availability of a feedback system, consideration by management bodies, the effective operation of disciplinary bodies and the motivational system*
- *The TaPE organization should provide a measure of the degree of satisfaction of the needs of teachers, staff, and students, and demonstrate the evidence of avoiding the deficiencies found during the measurement process framework*
- *The TaPE organization must demonstrate the evidence of openness and accessibility of managers and administrators for students, teachers, parents (the blogs on the educational organization’s website, official reception hours on personal matters, e-mail communication, etc.).*

### ***An evidence part***

The management system of the administrative-managing staff is aimed at the realization of the college’s mission, vision and development strategy. The tasks of the college management include the implementation of approved strategic documents, analysis of the effectiveness of the implementation of individual strategic goals, and, if necessary, the adjustments and revision of strategic documents, in circumstances changes.

According to the Charter of the college and the staff list, the college is directly managed by the college director, acting in accordance with the “Typical qualification characteristics of teaching the staff of the system of the technical and vocational, post-secondary education” approved by the Order of the MES of the Republic of Kazakhstan No.338 dated on 13<sup>th</sup> July 2009.

One of the many methods of college management is the method of involving the employees in management, which involves the creation in the college of collegial management bodies, authorized to make the decisions on specific areas of the activity of the training organization. In the college, such bodies are the pedagogical council, the methodological council, the board of trustees, the meeting with the director, the SCC meetings, and the meetings of the Youth Center.

Collective government bodies are involved in planning, monitoring and improving the college’s educational system. With this purpose, according to the production plan of the college, pedagogical council, meetings with the director, methodological council, subject-cycle commissions, meetings are regularly held to discuss the issues under the consideration in various areas of the college’s activities, discuss the possible ways of improvement, make decisions on improving the processes, the responsible and deadlines are appointed. All made decisions are recorded.

Improving the educational process in college is also taking into account the needs of employers. Maintaining the feedback from employers allows you to improve the educational process: to make changes in the curricula of specialties, the learning trajectories. The main forms of communication with employers are: the meetings on the basis of the college and enterprises, organization of study tours to enterprises for students and their parents.

The college has an internal quality assurance system; teachers take direct part in ensuring the quality control. To monitor the quality of the educational process, the subject-cycle commissions analyze the level of students’ educational achievements, based on the results of intra-semester attestations and exam sessions.

College management seeks to prevent the possible conflicts through various management methods.

The methods of conflict resolution in college are:

- the definition of corporate integrated objectives (the activities of all employees are united by the objectives of the college in the field of quality);
- the explanation of the requirements for work (each employee is familiar with his job description, if a specific situation arises, the head of the department explains the requirements for the employee in accordance with his authority).

### ***An analytical part***

***Experts from the EEC note that the college*** has an optimal system of management and identification of responsible persons. The functional distribution of responsibilities between the managers covers all the main activities of the college and allows you to successfully implement its development strategy.

***Experts from the EEC were convinced that the college*** has developed a reporting mechanism for the management to monitor the implementation of approved plans for the organization of the activities of structural units. In college, in accordance with the organizational and staff management structure, job responsibilities for all employees have been developed and approved. In the job descriptions of the college staff, the qualification requirements, tasks, rights and responsibilities of the employee appointed to the relevant position are defined (Order of the Ministry of Education and Science of the Republic of Kazakhstan No.338 dated on 13<sup>th</sup> July 2009) The originals of these documents are stored and updated in the personnel department.

In the course of studying the internal documents of the activity and the conversation with the leadership of SMMC “College of Light Industry and Service” of the education department of South Kazakhstan district, they also noted that the main tasks of the college management system



are the creation and distribution of resources (human, material and technical, financial), ensuring the effective feedback. A corporate culture has been approved, which is one of the priority areas of work for a manager, which manifests it in taking into account the interests of both the college and its employees. The positive result of this activity can be considered the absence of collective and individual labor disputes, the normal functioning of all departments supporting the learning process and the absence of conflicts between the teaching staff and students.

*The expert group* notes the flexibility of the organizational structure, allowing the college to quickly respond to changes in the external environment and maintain a high rate of modernization of various activities.

Feedback is sufficiently strong in the work of the college; anyone who wants it can, a student or a parent can directly contact a supervisor, a teacher, a deputy director, and a director. A student or a parent, who wishes to receive information about the grades has the full right to contact the subject teachers, curators and department heads. The college's website has a special "Director's Blog" page, any visitor can ask their question to the college director and get an answer to the question as soon as possible. College staff adheres to the policy of openness and readiness for direct dialogue with all participants in the educational process of the college.

The college has developed a system of monitoring in various areas of student satisfaction and monitoring the process of vocational training, as well as the rating of the teaching staff.

The method of assessment in college is a rating system for assessing the activities of the college and teaching staff. Based on the results of the assessment, work is underway to encourage the employees.

The college created the effective feedback. Feedback informs the teacher about the achievements and problems of students, allowing you to determine the level of achievement of the goal and solving the educational problems. Through feedback, students receive information that helps them to understand their own learning gaps and specific recommendations for moving forward, and the teacher helps to understand the learning gaps and introduces changes in their activities (finding new methods, teaching techniques, making changes in the distribution of lesson time).

According to the results of an anonymous survey in the framework of the EEC, 100% of teachers are fully satisfied with their participation in making management decision. The surveyed students showed complete the satisfaction with the level of accessibility and responsiveness of the college management - 100%.

#### ***Strengths/Best Practices***

- building an organizational management structure, focused on achieving the college goals and the implementation of its mission;
- compliance of members of the administrative and management structure with qualification requirements;
- regular advanced training;
- transparency of the recruitment process;
- a systematic approach in the management of college management documents;
- collegiality in college management;
- presence of stable relations with employers

#### ***Recommendations of EEC***

- update the quality management system in order to prepare for external certification in accordance with the strategic plan;

***The EEC Commission notes that the institutional profile of the college in this standard "Direction and Management" 7 strong positions, 14 satisfactory, 1 implies improvements.***

### 6.3. Standard “Educational Programs”

- The TaPE organization must demonstrate the evidence of the participation of the teaching staff and the employers in the development and management of educational programs, ensuring their quality
- *The TaPE organization must determine the content, scope, the logic of studying the academic disciplines*
- *The TaPE organization must demonstrate the influence of disciplines on the formation of students’ basic and professional competences, skills and knowledge blocks*
- *The TaPE organization must demonstrate the logic of curriculum design and training programs*
- *The list and content of disciplines should be available to students. Disciplines must comprehensively cover all relevant issues.*
- *The structure of the educational program should provide the various activities, the content of which should contribute to the development of students' professional competencies, taking into account their personal characteristics*
- *The TaPE organization should provide the equal opportunities for students, including the regardless of the language of instruction*
- *An important factor is renewability, taking into account the interests of employers of educational programs aimed at the development of professional skills*
- *Training equipment and software used for the development of educational programs should be similar to those used in the relevant industries and meet the requirements of operational safety*
- *The TaPE organization must demonstrate the effectiveness of regular sufficiency and modernity analysis of resources available to educational programs*
- *For the implementation of educational programs, the TaPE organization should involve the practitioners and determine the share of the subjects taught by them*
- *The TaPE organization should ensure the objectivity of the assessment of knowledge and the degree of development of basic and professional competencies of students, transparency and adequacy of the tools and mechanisms for their assessment*
- *The TaPE organization should provide a mechanism for internal quality assessment and examination of educational programs, as well as feedback for their improvement*
- *The TaPE organization should ensure the access for the students to the maximum possible amount of structured, organized information on the disciplines: for example, the presentation materials, lecture notes, mandatory and additional literature, practical tasks, etc.*
- *An important factor is the introduction and effectiveness of active teaching methods and innovative teaching methods*
- *The TaPE organization should ensure the availability and effective functioning of the system of individual assistance and counseling of students on the educational process*

#### ***An evidence part***

In accordance with the General License No.KZ19LAA00010820, dated on 26<sup>th</sup> January 2018, issued by the Department of Control in the Field of Education of South Kazakhstan district, the SMMC “College of Light Industry and Service” of the education department of South Kazakhstan district conducts the educational activities in the following specialties:

Specialty 1209000 “Weaving production” (by types)

Qualification 1209012 “Weaver”

Duration of study: 2 years 10 months (based on basic secondary education)

Specialty1211000 “Sewing production and modeling of clothes”



Qualifications 1211032 – Seamstress  
1211062 – Tailor  
1211072 - Fashion Designer - Cutter  
1211093 - Technician- Technologist

Duration of study: 2 years 10 months (based on basic secondary education)  
10 months (on the basis of general secondary education)

Form of education: full-time

A set of students is based on the state order.

Educational and professional programs are aimed at training specialists of relevant specialties and qualifications.

The content, scope and logic of studying academic disciplines is determined by the working curricula and programs, which are developed on the basis of model curricula and programs approved by the MES RK.

In accordance with the Model Curriculum, educational programs include the following cycles of disciplines: general education, humanitarian, socio-economic, general professional, special and disciplines determined by the organization of education.

The educational programs set the goals, aimed at achieving the quality of training, which is consistent with the mission of the college. The content of educational programs, their structure and resource support meets the requirements of standard curricula.

Considerable attention in the college is paid to the planning of the educational process, which includes the planning of the study load, the formation of the staffing table, the distribution of the study load among teachers, the compilation of the schedule. Educational and methodological documentation, which is part of educational programs, is developed by teachers in accordance with regulatory documents with the participation of representatives of employers.

Educational and methodological documentation (working curriculum disciplines and practices, calendar and thematic plans, guidelines for the implementation of laboratory and practical work, thesis design, etc.) is considered at a meeting of the SCC and approved by the leadership of the college. The preparation of educational and methodological documentation in accordance with the SCC work plan is included in the individual plans of teachers. The results of the implementation of the plans are reviewed at the meetings of the SCC and the methodological council.

Educational and methodological documentation (working curriculum disciplines and practices, calendar and thematic plans, guidelines for the implementation of laboratory and practical work, thesis design, etc.) is considered at a meeting of the SCC and approved by the leadership of the college. The preparation of educational and methodological documentation in accordance with the SCC working plan is included in the individual plans of teachers. The results of the implementation of the plans are reviewed at the meetings of the SCC and the methodological council.

The college has developed a graduate model for each educational program, reflecting the basic and professional knowledge and skills.

The development of working curricula and programs provides of the growth of students' professional competencies. The degree of formation of students' competencies is estimated on the basis of the Order No.125 of the Ministry of Education and Science of the Republic of Kazakhstan, dated on 18<sup>th</sup> March 2008, the internal Regulations for conducting ongoing monitoring of progress, intermediate and final certification of students, dated on 18<sup>th</sup> November 2013 in the form of knowledge slices, tests, qualification examinations, level assessments professional training. The result of training in the whole educational program determines and specifies the SAC commission. To participate in the work of the SAC, managers and employees of structural units of enterprises, institutions and organizations are involved.

Information on the list and content of the studied disciplines on educational programs, the

schedule of the educational process is available on the college website <http://www.5college.kz/> and is provided by the admission committee to applicants for admission, students in educational hours and introductory classes, parents in parent meetings. Employers familiarize with the content of the studied disciplines in the development and coordination of working curricula. The structure of educational programs includes various activities that contribute to the development of the professional competencies of students: theoretical and practical classes (laboratory, seminar, individual), the implementation of independent and control works, course and diploma projects.

Information-communication and interactive technologies, lectures, business games, trainings, seminar discussions, problem conferences, disputes, round tables, etc. are being introduced into the educational process.

In college, educational programs are implemented in two languages: in the State and Russian.

For the implementation of educational programs in accordance with the requirements of the state standard of technical and vocational education, the college has a well-equipped modern teaching and material base. Leading specialists of enterprises are involved in reviewing graduation projects and participation in the work of the SAC.

Transparency and adequacy of the assessment of knowledge and the degree of development of the basic and professional competencies of students is ensured through the use of computer testing to conduct current knowledge control, intermediate certification, and assessment of the level of professional preparedness. Information about the current progress and the results of the examination session is brought to the attention of students and parents through records in the record book, extracts of grades, prepared by the group leader.

For the purpose of internal assessment of the quality of educational programs at meetings of the SCC, the content and structure of the working curricula in the disciplines are reviewed and adjusted.

To ensure accessibility and provide students with the maximum possible amount of educational information, the college has electronic educational and methodological complexes in all disciplines.

According to the college's mission and the new requirements for a modern lesson in college, teachers widely use active teaching methods in the educational process, such as the presentations, problem lectures, didactic games, brainstorming, clusters, comparative diagrams, integrated lessons, ICT, round table (discussion, debate), business games, and project method. The use of innovative methods and techniques in the classroom contributes to the development of mental activity and cognitive interest among students. When applying innovative methods, learners become more active, better absorbed knowledge, skills and abilities, which is reflected in improving the quality of knowledge.

For some teaching methods, such as ICT, integrated lessons, the project method, special equipment (screen, projector) is used, which is not present in all classrooms. To remove these obstacles, a portable screen and laptops are used, connected to the local and public Internet.

The college has a system of individual assistance and counseling for students: a schedule of consultations and extra classes has been developed and approved. Individual lessons are held for individual students; assistance is also provided through social networking, email, and Skype.

The college of light industry and service is the basic in the field of training specialists for sewing and weaving production.

Within the framework of the project on the implementation of the “Program for the Development of Productive Employment and Mass Entrepreneurship for 2017-2021”, approved by the Government of the Republic of Kazakhstan No.882 dated on 26<sup>th</sup> December 2016, short-term vocational training courses were conducted for 340 students from June to August 2017 in EP “Sewing production and modeling of clothes”, qualification 1211062 “Tailor” in the directions of the Center of the employment of the population of Shymkent city. At the end of the course, the

students were presented with certificates of professional training. Attendees of courses are currently working in the field of clothing production in the region. Participation in this project made it possible to expand the trajectory of educational services.

### *An analytical part*

**Experts from the EEC** note that students are provided with equal opportunities for learning regardless of the language of instruction - all are provided with educational and additional literature in the language of teaching, and the teaching staff is also equipped to conduct the educational process.

**Experts of the EEC** made sure that the educational programs were developed in accordance with the Model Curricula, approved by the order of the Ministry of Education and Science of the Republic of Kazakhstan dated on 22<sup>nd</sup> January 2016 No.72 as per the EP “Sewing Production and Clothing Design” and by the Decree of the Government of the Republic of Kazakhstan dated on 13<sup>th</sup> May 2016 No.292 “About making amendments and additions to the Resolution of the Government of the Republic of Kazakhstan dated on 23<sup>rd</sup> August 2012 No.1080 “About the approval of the state educational standards of the relevant educational levels”. The process of preparing the documents at the college level is coordinated by the Deputy Director for educational work, by the methodologist and the head of the department. A significant role is played by the methodical council of the college and subject-cycle commissions.

All procedures and processes of the college are aimed at maintaining and developing the achieved level of the quality of education. This is evidenced by the stability of students' educational achievements, the recognition of graduates of EP and the quality of their professional activities, and career growth.

Experts from the number of employers note the professional level of academic disciplines and high learning results at all stages of professional practice.

Also in college considerable attention is paid to the planning of the educational process, which includes the distribution of the academic load, the formation of staffing, and the distribution of the academic load among teachers. Periodically, to improve the level of professional training, teachers undergo training on the basis of social partners.

But in the end, it can be noted that the content of the EP meets the needs of potential consumers and is consistent with the mission of the college.

In this case, the college has a number of disciplines that are fully focused on the development of personal qualities. These include the disciplines “Professional ethics and etiquette”, introduced from the 2014-2015 academic year by the order of the Ministry of Education and Science of the Republic of Kazakhstan No.312 from 29<sup>th</sup> July 2014, “Records management in the state language” (starting from the 2014-2015 academic year) and all general education disciplines: History of Kazakhstan, World history, Social studies, Kazakh language and literature, Russian language and literature, Foreign language. In college, education is conducted in the Kazakh and Russian languages.

In 2017-2018 academic year, only 35 groups, of which with the Kazakh language of education - 32, with the Russian language of education - 3 groups.

In 2018-2019 academic year, only 40 groups, of which with the Kazakh language of education - 33, with the Russian language of education - 7.

The expert group made sure that interactive whiteboards were installed in 8 classrooms:

1. No.1 - Cabinet of Weaving Production
2. No.2 - Cabinet of Material Leading and Equipment
3. No.3- Cabinet of Technology Industry
4. No.5 - Cabinet of Design and Modeling of clothing.
5. No.7 - Cabinet of Chemistry and Biology
6. No.8 - Cabinet of Physics and Electrical Engineering
7. No.9 - Cabinet of Computer Science

8. No.11 - Cabinet of the Kazakh language and literature.

A survey of students, conducted during the visit of the EEC of IAAR, showed that 97% of students are fully satisfied with the level of accessibility and responsiveness of management, the degree of satisfaction with college resources is 100%.

#### ***Strengths/Best Practices***

- the introduction of inclusive, dual, modular learning;
- the introduction of a new educational trajectory on the specialty “Sewing production and modeling of clothes”, taking into account the demand in the labor market;
- the availability of model curricula in the specialty “Clothing manufacturing and clothing modeling”;
- high potential of the teaching staff;
- good provision of modern sewing equipment of training workshops in accordance with the qualification requirements.

#### ***EEC recommendations***

- continue the involvement of employers in the development, management and analysis of the relevance of EP using innovative learning technologies;
- systematize the work on updating the content and analyzing the effectiveness of changes in educational programs.

***The institutional profile of the college according to this standard “Educational programs” 7 strong positions, 14 satisfactory, 1 implies improvements.***

#### **6.4. Standard “Teaching staff and the effectiveness of teaching”**

- *The TaPE organization must ensure the conformity of the teaching staff meets the qualification requirements and the specifics of the educational program*
- *The TaPE organization must demonstrate the staff selection, based on an analysis of educational program needs*
- *The TaPE organization must demonstrate the public an availability of information about the teaching staff*
- *The TaPE organization must demonstrate the compliance with the principle of accessibility of leadership and transparency of all personnel procedures*
- *The TaPE organization should provide the monitoring of the pedagogical staff, systematic assessment of the competence of teachers, a comprehensive assessment of the quality of teaching*
- *The workload of the teacher should include the various activities*
- *The TaPE organization must demonstrate the evidence that teachers fulfill all types of planned workload*
- *The TaPE organization must demonstrate the presence of a system of advanced training, professional and personal development of the teaching staff and administrative and managerial personnel*
- *The TaPE organization should provide targeted actions for the development of young teachers and the formation of personnel reserve*
- *The TaPE organization should ensure the monitoring of the satisfaction of the teaching staff*
- *The TaPE organization must demonstrate the involvement of the teaching staff in*



*practical activities in the field of specialization*

- *The TaPE organization must demonstrate the IT competence of members of the teaching staff, the application of innovative methods and forms of education*
- *An important factor is the participation of the teaching staff in the society.*

### **An evidence part**

In college, the teaching staff meets the qualification requirements in accordance with the Typical Qualification Characteristics of the positions of teaching staff and people's equivalent to them. Persons with higher basic education or vocational education in relevant areas of training and proficient in modern teaching methods are allowed to study activities.

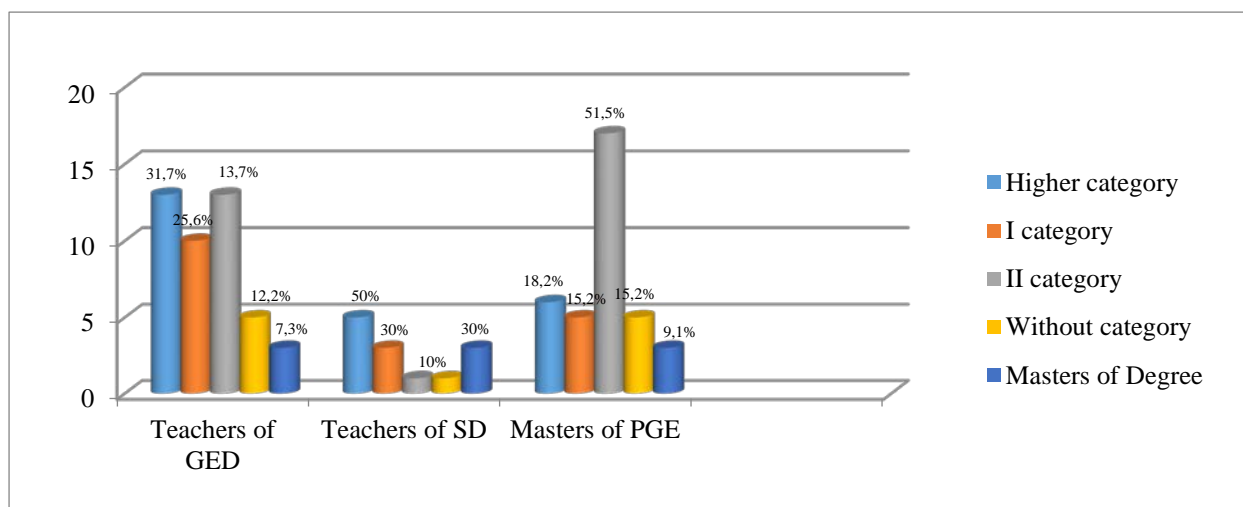
### **The qualitative composition of teaching staff for the first (I) half of 2017-2018 a.y.**

- 1. Teachers of general education disciplines – 41**  
The highest qualification category – 11 (26,8 %)  
The first qualification category – 10 (24,4 %)  
The second qualification category – 11 (26,8 %)  
Not having a qualification category – 9 (21,9%)  
From them – 2 Masters of Degree, 1 Assistant Professor
- 2. Teachers of special disciplines – 11**  
The highest qualification category – 3 (27,3 %)  
The first qualification category – 4 (36,4 %)  
The second qualification category – 1 (9,1 %)  
Not having a qualification category – 3 (27,3 %)  
From them – 3 Masters of Degree
- 3. Masters of industrial training – 34**  
The highest qualification category – 6 (17,6 %)  
The first qualification category – 5 (14,7%)  
The second qualification category – 13 (38,2 %)  
Not having a qualification category – 10 (29,4 %)  
From them – 3 Masters of Degree

### **The qualitative composition of teaching staff for the second (II) half of 2017-2018 a.y.**

- 1. Teachers of general education disciplines – 41**  
The highest qualification category – 13 (31,7 %)  
The first qualification category – 10 (25,6 %)  
The second qualification category – 13 (31,7 %)  
Not having a qualification category – 5 (12,2%)  
From them – 3 Masters of Degree (7,3%)
- 2. Teachers of special disciplines – 10**  
The highest qualification category – 5 (50 %)  
The first qualification category – 3 (30 %)  
The second qualification category – 1 (10 %)  
Not having a qualification category – 1 (10 %)  
From them – 3 Masters of Degree (30%)
- 3. Masters of industrial training – 33**

The highest qualification category – 6 (18,2 %)  
 The first qualification category – 5 (15,2%)  
 The second qualification category – 17 (51,5 %)  
 Not having a qualification category – 5 (15,2 %)  
 From them – 3 Masters of Degree (9,1%)



№	Teachers, masters p/o	Total	Pedagogical experience				
			till 3 years	from 3 till 10 years	from 10 till 20 years	from 20 till 30 years	above 30 years
1.	Teachers	51	6	8	27	5	5
2.	Masters p/o	33	2	18	9	1	3
3.	Total quantity	84	8	26	36	6	8

The rights and duties of the college staff are defined by job descriptions, which are periodically updated in accordance with the requirements of the time.

On all issues, including in cases of dissatisfaction with any parameters of the management system, the decision is made by the conciliation commission in accordance with the Collective Agreement.

In order to ensure the principle of openness and accessibility of the management of the order to start the school year, official reception hours for personal matters have been approved for the head and administration of the college. The college website [www.gpptk.kz](http://www.gpptk.kz) published the contact information, corporate email addresses, and personal reception hours for members of the administration. This information is also posted on the information boards.

To monitor and assess the level of training before the beginning of the school year, the schedules of mutual visits and open classes are drawn up, which ensures the planning level, consistency and compulsory quality assessment procedures. According to the results of the mutual visits and control visits of the IPD, a list of mutual visits is completed, containing an analysis of the teachers' academic classes and discussions are held at the SCC meetings.

The main goal in working with teachers and employers is to create the conditions for their



professional growth. This is facilitated by the development of a set of measures, aimed at creating a system of advanced training for teachers, ensuring the social protection of employees and developing a positive social environment in college, improving the system of material incentives for teachers and staff.

The specifics of the educational program have the main influence on the selection of the teaching staff. The main requirements for the selection of candidates for the position are the education of the required profile, level of professional training, as well as compliance with the qualification requirements. Competence of staff in admission to work is established on the basis of documents on education received, training, skills and experience (diploma, certificate, employment record), as well as interviews with heads of structural subdivisions.

Vacancies are replaced by employing the specialists in the direction of the Employment Center for a fixed term of up to one year, as well as persons employed in part-time teaching or on an hourly basis. Admission to all other positions is carried out in the order of appointment in agreement with the Education Department of the region.

In order to determine the conformity of business qualities, the level of professional and qualification training, the ability to perform the assigned duties, the attestation of employees is held at the college every five years (Order of the Ministry of Education and Science of the Republic of Kazakhstan No.83 from 27<sup>th</sup> January 2016).

The college is doing a lot of work to improve the skills of personnel, which are carried out according to the schedule of courses at the Interregional Center for the Advanced Training of Teachers of the Technical and Vocational Education System of South Kazakhstan State University named after M.Auezov, in the FAO NCPD “Orleu” of the Institute for the Advanced Training of Teachers in SKD, on the basis of the NJSC “Holding” Kasipkor”. The courses of developing the qualifications have the methodological direction, related to the development of innovative technologies, forms, methods and means of education. Copies of documents confirming the fact of advanced training and education are transferred to the personnel service of the college and are stored in the personal files of the staff, as well as in the documentation of the methodologist.

Every month, according to the approved work plan, teachers and masters of vocational education are given the general education classes to study the normative legal acts of the education system.

The planned target indicators for improving the qualitative composition of teaching staff and taking refresher courses in college development strategies have been achieved.

The analysis of the work experience of the pedagogical staff on the basis of the college shows that the teaching staff is permanent, the turnover of the staff is rarely observed.

In the case of the necessity of pedagogical staff at GE, an application is filled in SKSU named after M.Auezov, which is one of the social partners of the college.

Several masters of industrial training in the specialty “Sewing production and modeling of clothes” receive a second higher education in the specialty “Weaving production” in SKSU named after M.Auezov.

In the team among the masters of industrial training work the graduates of our college.

Through the website (5 college.kz) you can get complete information about the teaching staff of the college. Information is presented on the whole pedagogical team and in the context of subject-cycle commissions.

College management adheres to the principles of accessibility with respect to personnel and transparency of all personnel procedures. The college has created favorable conditions for fruitful work.

Vacancies are replaced by employing the specialists in the direction of the Employment Center for a fixed term of up to one year, as well as persons employed in part-time teaching or on an hourly basis. All other positions are received in the order of appointment.

For conscientious attitude to work, high performance in the work of college staff is encouraged by letters of merit and the letters of thanks. Employee promotion is considered at the meetings of collegial bodies and is recorded.

Teachers and masters of industrial training have full access to the leadership of the college on the designated admission and non-admission days, as well as to the regulatory documents of the college.

Acceptance of teachers for vacancies is carried out through the Employment Center.

Personnel procedures (the registration of necessary documents) in the college are engaged with the inspector of the personnel service.

Regulatory law documents, regulating the personnel policy are made in accordance with the Labor Code of the Republic of Kazakhstan, Article 32:

- Application for the employment
- Order of the Director about the acceptance for the position
- Conclusion of an Employment contract
- Diploma of education
- Labor book
- Medical book
- Personal sheet
- Copies of identity card's documents
- Inquiries

The personal files of the college staff are kept in the personnel department.

The workload of teaching staff for the new academic year is distributed at the end of the studies' year and is included in the tariffication of the teaching load. Tariffication is made by responsible employees, agreed with the trade union committee and signed by the director, surrendered to the planning department of the regional education administration.

The workload of teaching staff is indicated in the individual working plan for the academic year.

Workload monitoring is conducted in the following forms:

- monthly information about the reading of hours of study load
- reports on semesters and on academic year
- monitoring the quality of knowledge of academic discipline
- keeping a log of theoretical and practical training.

Accounting for the performance of all types of planned load is maintained in the logbook of teacher hours, in journals of theoretical and practical training, the frequency of teacher hours is one school week. Reports of teachers on the performance of the workload are heard at meetings of the SCC, other collegial bodies and are submitted to the training unit.

The college has all the conditions for providing the opportunities for teachers to improve and develop their pedagogical skills and professionalism. In order to improve the professional competence of teachers, it is planned to undergo the advanced courses and internships. Since 2016, considerable attention has been paid by the leadership of the college to advanced training, retraining and internship in foreign educational institutions. (Order of the Ministry of Education and Science of the Republic of Kazakhstan dated on 10<sup>th</sup> March 2016 No.193 "About approval of educational programs for advanced training courses for teachers of technical and vocational education organizations").

### ***An analytical part***

*Experts from the EEC* note the compliance of the teaching staff with the qualification requirements and the specifics of the educational program.

*Experts noted* that the leadership of the college creates the favorable and moral and material

conditions for the teaching staff, whose members, working closely and fruitfully fulfilling their duties, are able to solve the goals and objectives set by the Strategic Plan for the development of the college.

*Experts* observed the transparency of information for interested persons about the qualitative composition of the teaching staff, including in open access on the website of the college are the data of all members of the teaching staff, which are updated in a timely manner. Also, each college student has the opportunity to contact the college management with any questions and suggestions using the college website.

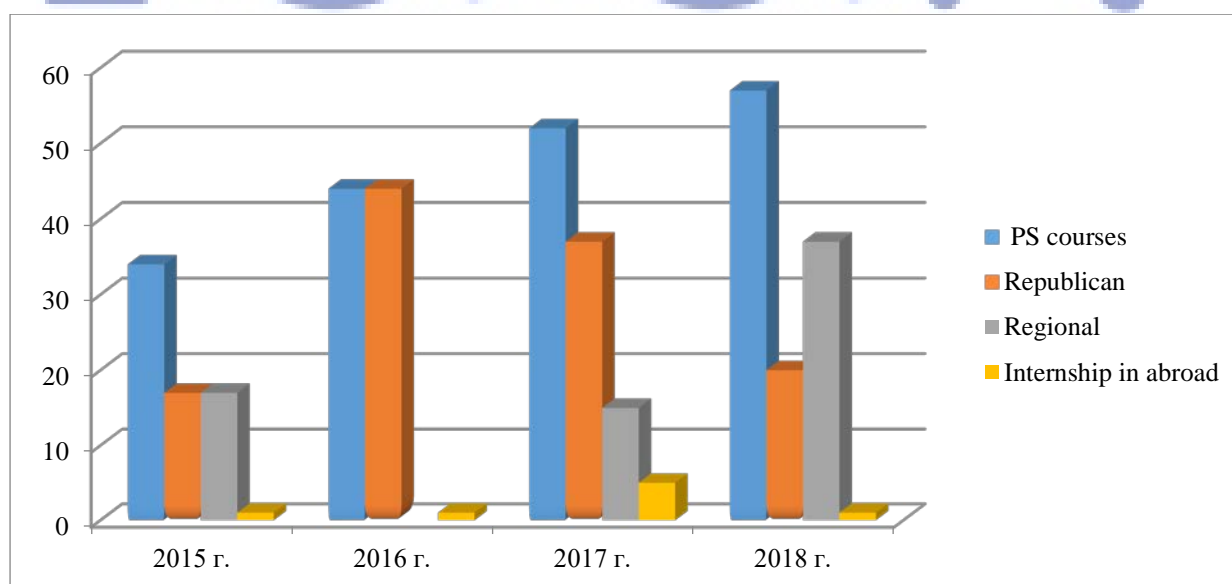
At the same time, *experts note* the systematic monitoring of the professional activities of teachers, including the assessment of professional competence, the availability of a rating system for evaluating the work of the teaching staff, and the possibility of improving professional skills.

In general, an analysis of the activities of the college faculty demonstrates the team's desire to improve the quality development of the college.

Much attention is paid to the direction of the college to improve the IT competence of members of the teaching staff.

The expert group gathered evidence that the IPD of the college improved their qualifications in the following activities:

Title	2015	2016	2017	2018 on June month
<b>PK courses</b>	34	44	52	57
From them Republican	17	44	37	20
From them regional	17	-	15	37
<b>Internship</b>	1	1	5	1
From them in abroad	1	1	5	1



A survey of PPS, conducted during the visit of EEC of IAAR, showed that the college fully provides the pedagogical collective with educational innovations; 100% of teachers are satisfied with the level of feedback from management.

In order to study the satisfaction of young professionals conducted a survey and analysis of the results. The beginners-teachers need to increase their motivation for professional development, conduct the continuous work to provide an individual assistance in mastering the teaching profession, practical techniques and ways to conduct the high-quality classes.

### ***Strengths/Best Practices***

- building an organizational management structure focused on achieving college goals and the implementation of its mission;
- compliance of members of the administrative and management structure with qualification requirements;
- regular advanced training;
- transparency of the recruitment process;
- a systematic approach in the management of college management documents;
- collegiality in college management;
- presence of stable relations with employers

### ***EEC recommendations***

- to improve the level of study an English language at the IPD College;
- to improve the methodological work in order to improve the quality of teaching, development of research activities, systematization of activities to improve a qualification and internships of teachers in enterprises.

***The EEC notes that the institutional profile for this standard ‘Teaching staff and teaching effectiveness’ 7 strong positions, 14 satisfactory, 1 implies improvements.***

### **6.5. Standard of ‘Educatory’**

- *The TaPE organization must demonstrate the policy of forming a contingent of students and the transparency of its procedures*
- *The TaPE organization should provide the opportunity for educators to undergo the vocational training and professional practice on a specialty/qualification and leading the monitoring the satisfaction of students, the managers of enterprises - places of practice and the employers*
- *An important factor is the possibility of professional certification of students in the learning process*
- *An important factor is the support of the talented students.*
- *The TaPE organization must make the maximum amount of effort to provide the graduates with the employment and support with the connection of the graduates*
- *An important factor is the monitoring of the employment and professional activities of graduates*
- *The TaPE organization should create a mechanism for monitoring the satisfaction of the students with the activity of the TaPE organization*
- *The TaPE organization should demonstrate the functioning of the feedback system, including the prompt submission of information on the results of the assessment of students' knowledge*

### ***An evidence part***

The policy of forming a contingent of college students is aimed at ensuring equal rights and opportunities for all applicants, fulfilling the rules for placing the state educational order, conducting the comprehensive career guidance, ensuring the continuity of the “school-college” requirements, ensuring an adequate level of preparation of applicants for admission, expanding the geography of admission, direct cooperation with schools.



Vocational oriented work is carried out on the basis of the Methodological Recommendations for the conduct of vocational orientation, approved by the Ministry of Labor and Social Protection of the Population of the Republic of Kazakhstan dated on 30<sup>th</sup> May 2014. The college annually develops, approves the head and carries out a plan on career guidance.

Informing applicants about the requirements of educational programs and the specifics of their implementation is carried out in the course of counseling in admission committees, in the process of vocational guidance work in schools during the academic year and through the college website <http://www.5college.kz/> in the section Applicant. To ensure an adequate level of readiness of applicants for admission, preparatory courses are conducted.

The college has a selection committee, whose activities are regulated by the Regulations on the work of the selection committee.

The Admission Committee ensures the implementation of the Plan of admission of students for the academic year, including the implementation of the state educational order for training with technical and vocational, post-secondary education. Entrance examinations for applicants are held in the form of an interview, the results of which are posted on information boards.

According to the results of the competitive selection, an order is issued to enroll in the number of students in educational programs. Information about enrollment is posted on the college website <http://www.5college.kz/>.

The contingent of students on educational programs is formed from the groups, training in which is conducted in the State, Russian languages in full-time department. The occupancy of academic groups is formed in accordance with the Model Rules for the Activities of Technical and Vocational Education Organizations, approved by the Government of the Republic of Kazakhstan on 17<sup>th</sup> May 2013 No.499.

The educational part forms the academic groups by specialties, the languages of education. An alphabetical book of students, retired and transferred from other colleges is kept; it contains the name of the group, the alphabetical list of students, number, date of orders and the reason for the movement.

Each academic group is assigned an identification code, consisting of the course of study, the sequence number of the group, the year of enrollment.

The order of deductions, transfers and recovery of students is carried out in accordance with the Rules of transfer and recovery of students by types of educational organizations (order of the MES of RK dated on 20<sup>th</sup> January 2015 No.19).

The organization of the educational process within one academic year is carried out on the basis of the academic calendar of specialties, which reflects the periods of theoretical training, mid-term and final controls, final state certification, practice, and holidays.

The school year begins on 1<sup>st</sup> September and includes two semesters of 40 weeks duration.

Training sessions, consultations, examinations are held according to the schedules that are drawn up for the semester. The duration of one pair is 90 minutes. Between classes are provided the breaks according to the schedule of calls for 15 minutes.

Evaluation of students' educational achievements in the disciplines for all types of control is made on a digital five-point system (5-“excellent”, 4-“good”, 3-“satisfactory”, 2-“unsatisfactory”) in accordance with the “Model rules of the organizing and conducting the current control of progress, intermediate and final state certification of students in organizations of technical and vocational, post-secondary education” (Order of the Ministry of Education and Science of the Republic of Kazakhstan dated on 18<sup>th</sup> March 2008 No.125).

Monitoring can be carried out in writing, as well as in the form of testing. Examination materials are preliminarily reviewed and approved at the SCC meetings.

The final certification is carried out according to the working curriculum and schedule of the educational process.

Exam materials are reviewed at the SCC meetings and are submitted for approval to the Deputy Director for EW in a month before the session. Examinations in college are held in oral, written, test or complex forms.

Retake a positive assessment of the final control (including at the SE) in order to improve it is not allowed.

To prepare for the exams (consultations), to defend a thesis in accordance with the working curriculum for the academic year 100 hours are provided. The results of the intermediate and final attestation are reviewed at the meeting of the pedagogical council. At parental meetings, the parents of students receive information on academic performance.

In accordance with the standard curricula of specialties, the practical skills of students are formed in the process of passing the production and technological practices. The college provided an opportunity for students to undergo an industrial training and professional practice.

The organization and conduct of professional practice of students in college is carried out in accordance with the SCES of RK, "Rules of the organizing and conducting the professional practice and rules for identifying the organizations as the bases of practice" (order of the MES RK No.107 from 29<sup>th</sup> January 2016), model curricula for professional practice for each educational program and internal regulations on professional practice.

The practice is conducted at enterprises, organizations, institutions with a sufficient technical level of equipment and advanced technologies that meet the requirements of the professional qualification characteristics of a typical curriculum practice. In the college, 18 enterprises have been identified as practical bases for conducting production and professional practices, with which agreements and contracts have been concluded, which are updated annually.

In the process of practical training, students undergo the following types of professional practice: educational, technological, industrial and pre-diploma. In accordance with the working curricula and programs, a schedule of the educational process is drawn up for a year, in which the period of training of industrial practices for each educational group is indicated.

In the framework of social partnership agreements, the deputy head of the SM sends the letters to enterprises about the acceptance of college students for internship. Planning of places of practice and conclusion of contracts takes place on the basis of specialties, specifics of enterprises and type of practice.

An important factor is the possibility of professional certification of students in the learning process. Every year an assessment of the level of professional qualifications (ALPQ) is conducted at the graduation groups of students.

The analysis of the results of ALPQ by specialties showed 100% certification of students in full-time education.

External evaluation of EP is carried out by a commission from among the representatives of potential employers.

***An analytical part***

***Experts of the EEC*** noted that the student team is formed, cohesive; all students understand the high demand of college specialties in the labor market. And there is no doubt in the correct choice of specialties. But still there is a need to pay attention to strengthening the work of the student society.

***The experts of the EEC*** revealed that the state grant is appointed in accordance with the NLA:

Total participants	2015-2016 acad.year		2016-2017 acad.year		2017-2018 acad.year		2018-2019 acad.year	
	I half year	II half year	I half year	II half year	I half year	II half year	I half year	II half year
From them increased	30	35	25	34	17	30	18	



From them installed	414	314	223	297	346+218 (RB)	352+216 (RB)	305+362 (RB)	
From them on disability	34	34	34	58	53	53	61	
From them the orphans	7	7	4	5	5+2(RB)	5+2(RB)	2	

The students adopted under the “Program for the Development of Productive Employment and Mass Entrepreneurship for 2017-2021” are provided with 100% meals, the provision of meals for students accepted under the state order is 80.6% (Government Decree from 12<sup>th</sup> March 2012, No.320).

**Provision with food:**

Total participants	2015-2016 acad.year	2016-2017 acad.year	2017-2018 acad.year		2018-2019 acad.year	
Total	419	413	445 (OB)	216 (PB)	415 (OB)	217 (PB)
From them the orphans	8	5	5	2		2
From low-income families	186	141	192	36	204	74
From large families	190	210	197	91	149	103
Disabled people (hearing impaired and not hearing)	35	58	53	-	61	

In order to provide the bases for educational, pedagogical and industrial practices, the contracts are concluded with leading enterprises in the industry. Many graduate students receive job offers already during practice.

In meeting with social partners, the experts noted that in many organizations graduates of earlier years work as a leader or mentor, which indicates the demand for the specialists of this college in the labor market. It also notes the possibility and desire of employers to take on practical training for students of this college.

The results of the survey indicate that the overwhelming majority of students (95.5%) are fully satisfied with the level of implementation of the GS strategies, the general quality of curricula and teaching methods in general. The quality of the services provided in libraries, reading rooms, existing educational resources (95.5%), availability of computer classes, Internet resources (95.5%), fairness of examinations and college certification are satisfied (97%).

In general, after analyzing the survey, it can be concluded that the students are satisfied with the conditions and quality of educational services, as well as the requirements of personal development and professional formation.

***Strengths/Best Practices***

- A high percentage of graduate employment in the specialty;
- access to free education;
- the possibility of obtaining an additional professional education;
- social assistance to the students

***EEC recommendations***

- to enhance the role of student government, youth policy in the educational work of the college;
  - expand activities to improve the students' language and communication skills;
- According to these standard “Educatory” 7 strong positions, 14 satisfactory, 1 implies improvements.**

#### **6.6. Standard «Finances»**

- *The TaPE organization must demonstrate the consistency in development strategy and cash flow management in the TaPE organization*
- *The TaPE organization must demonstrate the budget planning of the TaPE organization, an availability of the short and medium term plans*
- *The TaPE organization must demonstrate the presence of a formalized financial management policy: a statement of cash flows, a report on changes in own equity*
- *The TaPE organization must demonstrate the presence of an internal audit system and the results of a regular external, independent audit*
- *The TaPE direction must prove the financial sustainability and viability of the organization of education*
- *The TaPE organization should have a mechanism for assessing the adequacy of financial support for various types of its activities*
- *The TaPE organization should ensure the transparency of budget allocation and its effectiveness*
- *In the TaPE organization must be an effective financial reporting mechanism.*

#### ***An evidence part***

The College of Light Industry and Service is developing a promising comprehensive plan for its development. A strategic college development plan for 2016-2019 has been approved. An important part of the plan is to ensure the mission, goals and objectives of the college with the necessary financial and material resources. The activities, considered in the plan are aimed at increasing the economic efficiency of the college. The main directions in ensuring financial and economic sustainability are as follows:

- creation of financial and resource base to ensure the effectiveness of the provision of services;
- strengthening the college's revenue base by increasing the number of students under the state order and, accordingly, the share of budget funding. To ensure the growth of the budget revenues annually by no less than 10%;
  - to increase the flow of income from non-core activities,
  - ensuring the effectiveness and transparency of the college budget.

Financial funds for the main directions of the college strategy are allocated from the regional budget on the basis of the annual budget request and from own funds. Since June 2017, funds from the republican budget have been allocated for the implementation of the “Program for the Development of Productive Employment and Mass Entrepreneurship for 2017-2021”.

The college draws up an individual financing plan for the current year, which is approved by the regional education department. (*Appendix 19*)

Table 1. Information about the allocated financial funds:

№	The allocated financial funds	2016	2017	2018
1	Total allocated funds (thous.tenge)	214118	329228	440560
2	From them from the regional budget (thous.tenge)	214118	281483	321749

3	From them from the republican budget (thous.tenge)	-	47745	118815
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The college carries out the budget planning for the medium term and annually develops a financial and economic plan for 4 years in accordance with the strategic development plan.

The plan for 2018 and the forecasts for the next 2 years provide for a steady growth in the budget revenues and uninterrupted funding for college development activities.

Financial management policy is carried out through accounting.

The activity of accounting is carried out in accordance with the approved provisions; the duties of employees are governed by job descriptions.

The accounting department carries out long-term and current planning of the college budget, develops estimates of income and expenses, prepares and submits reports to the authorized body on the results of financial and economic activities, develops and submits to the management for approval a draft staff list of teaching staff, administrative and managerial personnel, and analyzes implementation of plans, estimates of income and expenses, makes proposals to improve economic efficiency and strengthen cost saving mode.

Accounting and financial reporting of the college is carried out in accordance with the requirements of IFRS.

College accounting is organized in accordance with the requirements of the:

- Law of the Republic of Kazakhstan “About the Accounting and Financial Reporting” (with amendments and additions as of 26<sup>th</sup> December 2012);
- International Financial Reporting Standards (IFRS);
- Other regulatory acts in the field of accounting.

Accounting in the college is carried out in an automated way “1C Accounting” version - 8.3. and complies with the Legislation of the Republic of Kazakhstan. The organization of accounting and internal control is engaged in accounting by a staff of 3 people: chief accountant, accountant and economist.

Primary accounting documents on paper and electronic media are developed in accordance with the forms approved by the authorized body.

The information contained in the primary documents accepted for accounting is accumulated and systematized in accounting registers, the forms of which are approved by the authorized body in accordance with the Legislation of the Republic of Kazakhstan.

In order to ensure the safety of assets and liabilities, as well as to ensure the accuracy of accounting data and financial statements, the company annually conducts an annual inventory of assets and liabilities.

Acquisition of goods, works and services is carried out in accordance with the Law of the Republic of Kazakhstan “About the public procurement”. College tangible assets are formed in accordance with public procurement plans approved by the education department on the basis of estimated allocations.

The dynamics of the growth of total college income over the past 3 years

Years	Budget resources		Own (extrabudgetary funds)		Total revenues	
	Sum, mln. tenge	% growth to the previous year	Sum, mln. tenge	% growth to the previous year	Sum, mln. tenge	Growth of total revenues to previous
2015	188,913	-	1,576	-	120,489	-
2016	214,118	13,34	1,410	-	215,528	78,87
2017	329,228	53,76	3,060	117,02	332,288	54,17

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The data show that over the past 3 years college income has a steady growth trend.

The college annually conducts audits of the Financial Control Inspectorate for SKD of the Financial Control Committee of the Ministry of Finance of the Republic of Kazakhstan and the state institution Audit Commission for SKD. The last inspection was carried out by the Audit Commission for SKD on 7<sup>th</sup> July 2017. According to the results of all inspections in accordance with the acts, no violations of financial legislation, accounting and reporting, as well as targeted use of budgetary funds and extra budgetary revenues were revealed.

The dynamics of the formation of assets for the analyzed period indicates an increase in business activity and strengthening the financial stability and viability of the college. The educational activities of the college in the field of technical and vocational education are provided with sufficient financial resources.

In developing the financial plans in which financial sustainability is laid, the college is guided by the Law of the Republic of Kazakhstan “About Education”, decrees of the Government of the Republic of Kazakhstan “About approval of the state educational order for the training of TaPE specialists”, orders of the Ministry of Education and Science of the Republic of Kazakhstan on financial standards.

#### ***An analytical part***

***Experts noted*** that the financial condition of the college is quite stable and contributes to the further development of the college.

You can also note - the results of financial and economic activities clearly confirm that every year the financial stability grows, which makes it possible to strengthen the material and technical base, use the system of encouragement and financial support for the team and students.

Indicators of financial stability and viability of the college depend on the advantages in conducting competitions for the distribution of the state educational order.

The advantages of college are:

- a high-quality training of qualified and competitive personnel in the field of sewing and weaving, demanded in the modern labor market;
  - compliance of the updated material and technical base for high-quality vocational and industrial training;
  - a high rate of employment of graduates;
  - Compliance of teaching staff with qualification requirements.
- College budget estimates consist of two programs:
- 024 Personnel training in TaPE organizations;
  - 067 Capital expenditures of subordinate state institutions and organizations.

#### ***Strengths/Best Practices***

- stable growth of college income over the past year;
- the use of an automated financial resource management system.

#### ***EEC recommendations***

- consider the possibility of expanding the forms of extra budgetary (commercial) activities;

***The EEC notes that, according to the institutional profile, this standard “Finances” has 7 strong positions, 14 satisfactory, 1 implies improvements.***

#### **6.7. Standard “Resources: material-technical and informational”**

- *The TaPE organization must demonstrate the compliance of the infrastructure with the specifics of its activities. Audiences, offices, laboratories, communication and computer equipment and other facilities must be suitable with the modern*

requirements.

- *The TaPE organization should assess the dynamics of development of material and technical resources and information support, the effectiveness of the use of evaluation results for adjustments in budget planning and distribution*
- *The TaPE organization should create a learning environment, which includes:*
- *the technological support for students and teaching staff in accordance with the programs (for example, online training, modeling in the classroom) and intellectual queries (databases, data analysis programs)*
- *an academic accessibility - students have access to personalized online resources (also available outside the classroom time), as well as educational materials and tasks, as well as the opportunity for self-assessment of students' knowledge through remote access to the TaPE organization's portal (site)*
- *academic counseling - there are personalized online resources that help students to plan and execute the academic programs*
- *professional orientation - students have access to personalized online resources that assist in the selection and achievement of career ways*
- *the required number of classrooms, equipped with the modern teaching aids: training laboratories, modern training grounds, equipped with modern equipment, relevant educational programs, sanitary and epidemiological standards and requirements*
- *the required number of computer classes, reading rooms, multimedia, language and methodological classrooms, the number of seats in them*
- *a book fund, including a fund of educational and methodical literature on paper and electronic media, periodicals in the context of languages of education*
- *free access to educational internet resources*
- *The TaPE organization should determine the degree of implementation of information technology in the educational process, monitor the use and development by members of the teaching staff of innovative learning technologies, including those based on ICT*
- *The TaPE organization must demonstrate the availability of a web resource reflecting the mission, goals and objectives of the TaPE organization, the effectiveness of its use to improve the organization's activities*
- *availability of adequate and objective information about the teaching staff on the portal (website) of the TaPE organization*
- *transparency of information of complaints handling*
- *posting on the portal (website) of the TaPE organization full objective information about the organization*
- *posting on the portal (website) of the TaPE organization of external publications (quotes, references) on the implementation of the TaPE organization of the mission, goals and objectives*
- *using information networks to inform the public and stakeholders*
- *An important factor is the observance of copyright when placing educational and methodological support in open access*
- *An important factor is the creation of conditions for the development and use of information and communication technologies by employees, teaching staff and students in the educational process and the activities of the TaPE organization*

### ***An evidence part***

The college has at its disposal the buildings and facilities for various purposes with a total area of 5150.8 square meters, which are in operational management. For the organization of the educational process, the college has 3 educational buildings. All college buildings have internal water supply and sewage; meet sanitary standards for heating, air ventilation in buildings. Artificial lighting of audiences corresponds to the norm.



In the main building **A** with a total area of 2386.9 square meters the administrative and managerial staff of the college, 9 training rooms with a total number of seats -246, a gym with an area of 261.3 square meters the dining with an area of 401.1 square meters - 120 seats, assembly hall with an area of 401.1 square meters with a total number of seats -150 are located.

Building **B** with a total area of 1498.5 square meters has 13 classrooms with a total number of seats - 312.

In building **E** with a total area of 1265.4 square meters 9 training-productive workshops, equipped with the necessary modern teaching aids with a total number of seats-225 are located.

The total number of classrooms – 22, laboratories -1. In educational buildings there are 3 computer classes for 30 seats. The premises meet the sanitary and hygienic requirements, fire safety requirements and comply with the qualification requirements. Currently, the total number of seats in the classrooms is 558 seats. The total useful area of the above-listed educational premises is 2178.8 square meters, which are situated in operational management.

All classrooms and workshops for vocational training are equipped according to the order of the Minister of Education and Science of the Republic of Kazakhstan dated on 7<sup>th</sup> March 2012 No.97 “About the approval of standards for equipment and furniture of technical and vocational education organizations”.

The total number of students in the 2017 - 2018 academic year contained 821 (from them 50 are the students, studying on the basis of correctional institution CCES167/4), who study in two shifts, according to the following forms of education: full-time –771 people, on the basis of CCES 167/4-50.

The area per student in one shift is based on the estimated usable area under operational management:  $217868 : 385 = 5.6$  sq.m.

The total area of the sports hall, an open sports ground is 795.3 square meters, located in the operational management.

The college has the following sports facilities:

- gym with outbuildings 261.3 square meters;
- open sports ground 534 square meters.

Sports equipment: wall bars, volleyball and basketball nets, balls, jump bridge, gymnastic mats, gymnastic goats, table tennis, board games (chess, checkers, togyzkumalak), bars, horizontal bar, weights, hand grenades, throwing ropes, hoops, athletics spear for throwing, baton.

The college library has a total area of 172 square meters, including: a book depository, a reading room with 24 seats, a room for library technicians. The total capacity of the college reading room today is 24 seats. Contracts for information and library services were signed with the SOPE “Youthful Library” of the Department of Culture of the SKD, which owns reading rooms for 60 seats, SOPE “Regional Universal Scientific Library named after A.S.Pushkin” of the regional department of culture and language development with a reading room for 100 seats.

The analysis of budget financing for the last 4 years shows the dynamics of growth of allocated funds for the development of material and technical resources and information support:

- 2015 - 3,609 million tenge
- 2016 - 5,682 million tenge
- 2017 - 17,027 million tenge
- 2018 - 36.148 million tenge and for major repairs 179.169 million tenge

### *An analytical part*

**Experts note** that the number of classrooms, equipped with the technical teaching aids, training laboratories equipped with modern equipment, meets the implemented educational

programs, sanitary and epidemiological standards and requirements. The college provides free access to teachers and students to the Internet. Educational resources for the implementation of training in specialties are freely available on the college website; all students are informed about it and have free access at any time convenient for them.

**The expert group revealed** that the college has a medical center to serve students. The first-aid post consists of examination and treatment rooms equipped with medical equipment, equipment, medicines, disinfectants and sterilizers.

**Experts note** that in their free time, college students have access to work in computer rooms, in the library, and Wi-Fi also works.

The college has an informational and educational website (5college.kz).

The general informational part of the site contains information about the college, its divisions, and events occurring within its walls. The information in this section is aimed at a wide audience: students, employees, teachers, applicants and their parents, employers, partners, public organizations.

The site contains a virtual reception of the director, providing communication, both with students and with the staff of the college. The official website of the college is presented in 3 languages. The site provides complete information about the achievements of the college.

The college website contains the following functional elements:

- General college information
- Virtual reception of the director
- Educational work
- The international cooperation
- Educational work (Cultural work)
- Youth Center
- To the entrant
- Media about our college

The results of the survey of students, conducted during the visit of the EEC IAAR, showed that they were satisfied with the availability of library resources - 95.5% of respondents, computer classes and Internet resources - 95.5%. Almost all respondents are completely satisfied with the support of educational materials in the learning process.

#### ***Strengths/Best Practices***

- increase the renewal of the book fund;
- conclusion of contracts for information and library services with the SOPE “Youth Library” of the Department of Culture of South Kazakhstan district and the SOPE “The Regional Universal Scientific Library named after A.S.Pushkin” of the regional department of culture and development of languages;
- availability of information resources, computers and office equipment;
- availability of sufficient material and technical base.

#### ***EEC recommendations***

- continue to replenish the library fund specialized training, educational-methodical and scientific literature in the state, English, as on the paper, electronic media, and through the development of IPR College;

-continue work to regularly update the college's website, including on technological support for students and teaching staff in accordance with the specifics of educational programs, academic accessibility and counseling, as well as vocational guidance of students.

*The EEC notes that the institutional profile for this standard “Resources: Logistical and Informational” is 7 strong positions, 14 are satisfactory, 1 implies improvements.*

## REVIEW OF STRONG PARTIES/BEST PRACTICE FOR EACH STANDARD

### 1. Standard “Vision, Mission and Strategy”

- basic college for the training of personnel for light industry in the Turkestan district;
- high demand for specialties;
- compliance with current market trends labor;
- equipment of modern sewing equipment of training workshops;
- ensuring with an equal access and creating conditions for technical and vocational education.

### 2. Standard “Direction and Management”

- building an organizational management structure focused on achieving college goals and the implementation of its mission;
- compliance of members of the administrative and management structure with qualification requirements;
- regular advanced qualification training;
- transparency of the recruitment process;
- a systematic approach in the management of college management documents;
- collegiality in college management;
- presence of stable relations with the employers

### 3. Standard “Educational programs”

- the introduction of inclusive, dual, modular learning;
- the introduction of a new educational trajectory in the specialty “Sewing production and modeling of clothes”, taking into account the demand in the labor market;
- the availability of model curricula in the specialty “Clothing manufacturing and clothing modeling”;
- high potential of the teaching staff;
- good provision of modern sewing equipment of training workshops in accordance with the qualification requirements.

### 4. Standard “Teaching staff and teaching effectiveness”

- the building of an organizational management structure, focused on achieving the college goals and the implementation of its mission;
- compliance of the members of the administrative and management structure with qualification requirements;
- regular advanced qualification training;
- transparency of the recruitment process;

- a systematic approach in the management of college management documents;
- collegiality in college management;
- presence of stable relations with the employers

#### **5. Standard «Educatory»**

- high percentage of employment of graduates on the specialty;
- access to free education;
- the possibility of obtaining an additional professional education;
- social assistance to the students

#### **6. Standard «Finances»**

- stable growth of college income over the past year;
- the use of an automated financial resource of management system.

#### **7. Standard “Resources: material-technical and informational”**

- increase the renewal of the book fund;
- the conclusion of contracts for information and library services with the SOPE “Youth Library” of the Department of Culture of South Kazakhstan district and the SOPE “Regional Universal Scientific Library named after A.S.Pushkin” of the regional department of culture and development of languages;
- availability of information resources, computers and office equipment;
- availability of sufficient material and technical base.

### **3. REVIEW OF RECOMMENDATION ON IMPROVING THE QUALITY**

#### **1. Standard “Vision, Mission and Strategy”**

- to intensify the work on the awareness of interested persons (employers, students and parents) about the content of the mission, vision, strategy and processes of their formation;
- to expand the mechanisms for informing students, parents and employers about the components of the graduate model, taking into account the specialty received.

#### **2. Standard “Direction and Management”**

- update the quality management system in order to prepare for external certification in accordance with the strategic plan;

#### **3. Standard “Educational programs”**

- continue the involvement of employers in the development, management and analysis of the relevance of EP using innovative learning technologies;
- to systematize the work on updating the content and analyzing the effectiveness of changes in educational programs.

#### **4. Standard “Teaching staff and teaching effectiveness”**

- to improve the level of study of English at the IPR College;
- to improve the methodological work in order to improve the quality of teaching, development of research activities, systematization of activities to improve the skills and internships of teachers in enterprises.

#### **5. Standard «Educatory»**

- to enhance the role of student government, youth policy in the educational work of the college;
- to expand activities to improve students' language and communication skills;

#### **6. Standard «Finances»**

- consider the possibility of expanding the forms of extra budgetary (commercial) activities;

#### **7. Standard “Resources: material-technical and informational”**

-continue the replenishment of the library fund specialized educational, educational-methodical and scientific literature in the state, English, as on the paper, electronic media, and through the development of IPR College,

-continue work to regularly update the college's website, including on technological support for students and teaching staff in accordance with the specifics of educational programs, academic accessibility and counseling, as well as vocational guidance of students, including hostel.





Appendix 1. Evaluation table  
«THE PARAMETERS OF INSTITUTIONAL PROFILE»

**The conclusion of the self-assessment committee**

№ i/i	Criteria of evaluation	Position of the organization of education			
		Strong	Satisfactory	Suggests improvement	Unsatisfactory
<b>Standard “Vision, Mission and Strategy”</b>					
1	The organization of technical and vocational education demonstrates the development of a mission, vision and strategy, based on an analysis of the real positioning of the educational organization and their focus on meeting the needs of the state, interested people and students	+			
2	The organization of technical and vocational education should demonstrate the individuality and uniqueness of the mission and strategy.		+		
3	The organization of technical and vocational education must ensure the adequacy of the mission, vision, strategy to the available resources (including financial, information, personnel, material and technical base), the needs of the labor market and the educational policy of the Republic of Kazakhstan		+		
4	The organization of technical and vocational education should involve the representatives of groups of stakeholders, including the students, teachers and employers in the formation of the mission, vision, strategy		+		
5	The organization of technical and vocational education demonstrates the transparency of the formation of the mission, vision, strategy		+		

6	The organization of technical and vocational education ensures that interested people are aware of the contents of the mission and strategy and the processes of their formation		+		
7	The organization of technical and vocational education should determine the mechanisms for the formation and regular review of the mission, vision, strategy and monitoring of their implementation.		+		
8	Vision, mission and strategies must be consistent with each other.		+		
9	The organization of technical and vocational education carries out the processes of strategic, tactical and operational planning and allocation of resources in accordance with the vision and mission		+		
10	The organization of technical and vocational education systematically collects, accumulates and analyzes information about its activities and conducts self-assessment in all areas, based on the development and implementation of measurement processes, analysis to assess the success of the implementation of the TaPE organization strategy through indicators such as “performance” and “efficiency”			+	
11	Based on the strategy of the organization of technical and vocational education, it should develop the documents, specifying it in specific areas of activity and processes		+		
<b>TOTAL</b>		1	9	1	
<b>Standard “DIRECTION AND MANAGEMENT”</b>					
12	The management of the TaPE organization should include:				
12.1	management with an activity through the processes			+	
12.2	mechanisms of planning, development and continuous improvement	+			
12.3	risk assessment and identify ways to reduce these risks			+	
12.4	monitoring, including the establishment of reporting processes		+		
12.5	analysis of detected inconsistencies, implementation of the developed corrective and preventive actions		+		
12.6	анализа эффективности изменений		+		
12.7	assessment of the effectiveness and efficiency of the units and their interaction		+		
13	The TaPE organization must ensure a conformity of its structure of the development of the TaPE organization	+			

14	The TaPE organization should ensure the availability of documents on the organizational structure and management of the TaPE organization	+			
15	The TaPE organization should document all major business processes.		+		
16	The TaPE organization must demonstrate a clear definition of those responsible for business processes, an unambiguous distribution of job duties of staff, separation of functions of collegial bodies		+		
17	The TaPE organization should provide information and feedback system		+		
18	The TaPE organization should establish the frequency, forms and methods for evaluating the activities of collegial bodies and structural divisions, top management		+		
19	The TaPE organization should ensure the management of the educational process through the management of individual educational programs		+		
20	The TaPE organization must demonstrate the successful functioning of the internal quality assurance system of the TaPE organization		+		
21	An important factor is the availability of a certified quality management system and its continuous improvement			+	
22	An important factor is the availability of information systems and databases, the use of the Internet for information, the availability of a portal and/or an Internet site	+			
23	An important factor is the participation of representatives of interested people (employers, teachers, students) in the composition of collegial governing bodies		+		
24	The TaPE organization should demonstrate the mechanisms for resolving the conflicts of interest and relationships, through the availability of information on compliance/violations and the availability of a feedback system, consideration by the governing bodies, effective work of disciplinary bodies and a motivational system		+		
25	The TaPE organization should provide a measure of the degree of satisfaction of the needs of teachers, staff, and students, and demonstrate evidence that the deficiencies found during the measurement process have been addressed		+		

26	The TaPE organization must demonstrate evidence of openness and accessibility of managers and administrators for students, teachers, parents (blogs on the educational organization's website, official reception hours on personal matters, e-mail communication, etc.).	+			
<b>TOTAL</b>		5	13	3	
<b>Standard «EDUCATIONAL PROGRAMS»</b>					
27	The TaPE organization must provide the evidence of the participation of the teaching staff and employers in the development and management of educational programs, ensuring their quality	+			
28	The TaPE organization must determine the content, scope, logic of studying academic disciplines	+			
29	The TaPE organization must demonstrate the influence of disciplines on the development of basic and professional competences, skills and knowledge blocks in students	+			
30	The TaPE organization must demonstrate the logic of curriculum design and training programs	+			
31	The list and content of disciplines should be available to students. Disciplines must comprehensively cover all relevant issues.		+		
32	The structure of the educational program should provide for various activities, the content of which should contribute to the development of students' professional competencies, taking into account their personal characteristics.		+		
33	The TaPE organization should provide equal opportunities for students, including regardless of the language of education		+		
34	An important factor is renewal, taking into account the interests of employers of educational programs aimed at the development of professional skills.		+		
35	Training equipment and software used for the development of educational programs should be similar to those used in the relevant industries and meet the requirements of operational safety.		+		
36	The TaPE organization should demonstrate the effectiveness of regular sufficiency and modern analysis of the resources available to educational programs.		+		
37	To implement the educational programs, the TaPE organization should involve the practitioners and determine the proportion of subjects, taught by them.		+		

38	The TaPE organization should ensure the objectivity of the assessment of knowledge and the degree of development of basic and professional competencies of students, transparency and adequacy of the tools and mechanisms for their assessment			+	
39	The TaPE organization should provide a mechanism for internal quality assessment and examination of educational programs, as well as feedback for their improvement		+		
40	The TaPE organization should ensure that the students have access to the maximum possible amount of structured, organized information on the disciplines: for example, the presentation materials, lecture notes, mandatory and additional literature, practical tasks, etc.		+		
41	An important factor is the introduction and effectiveness of active teaching methods and innovative teaching methods.		+		
42	The TaPE organization should ensure the availability and effective functioning of the system of individual assistance and counseling of students on the educational process		+		
<b>TOTAL</b>		4	11	1	
<b>Standard “PEDAGOGICAL COLLECTIVE AND TEACHING EFFICIENCY”</b>					
43	The TaPE organization must ensure that the teaching staff is suitable to the qualification requirements and the specifics of the educational program	+			
44	The TaPE organization must demonstrate staff selection based on an analysis of educational program needs		+		
45	The TaPE organization must demonstrate the public availability of information about the teaching staff	+			
46	The TaPE organization must demonstrate compliance with the principle of accessibility of leadership and transparency of all personnel procedures		+		
47	The TaPE organization should provide the monitoring of the pedagogical staff, systematic assessment of the competence of teachers, a comprehensive assessment of the quality of teaching		+		
48	The workload of the teacher should include a variety of activities.	+			
49	The TaPE organization must demonstrate an evidence that teachers fulfill all types of planned workload	+			



50	The TaPE organization must demonstrate the presence of a system of advanced training, professional and personal development of the teaching staff and administrative and managerial personnel	+			
51	The TaPE organization should provide the targeted actions for the development of young teachers and the formation of personnel reserve		+		
52	The TaPE organization should ensure monitoring of the satisfaction of the teaching staff		+		
53	The TaPE organization must demonstrate the involvement of the teaching staff in practical activities in the field of specialization		+		
54	The TaPE organization must demonstrate the IT competence of members of the teaching staff, the application of innovative methods and forms of education		+		
55	An important factor is the participation of the teaching staff in society	+			
<b>TOTAL</b>		6	7		
<b>Standard “EDUCATORY”</b>					
56	The TaPE organization must demonstrate the policy of forming a contingent of students and the transparency of its procedures	+			
57	The TaPE organization should provide the opportunity for trainees to undergo vocational training and professional practice in a specialty/qualification and monitor the satisfaction of students, managers of enterprises - places of practice and employers	+			
58	An important factor is the possibility of professional certification of students in the learning process.		+		
59	An important factor is the support of talented students.	+			
60	The TaPE organization must make the maximum amount of effort to provide graduates with employment and with support connection with graduates		+		
61	An important factor is the monitoring of employment and professional activities of graduates.		+		
62	The TaPE organization should create a mechanism for monitoring of students’ satisfaction with an activity of the TaPE organization		+		
63	The TaPE organization should demonstrate the functioning of the feedback system, including the prompt submission of information on the results of the assessment of students' knowledge		+		
<b>TOTAL</b>		3	5		

<b>Standard «Finances»</b>					
64	The TaPE organization must demonstrate consistency in development strategy and cash flow management in the TaPE organization		+		
65	The TaPE organization must demonstrate the planning of the budget of the TaPE organization, the availability of short and medium term plans		+		
66	The TaPE organization must demonstrate the presence of a formalized financial management policy: a statement of cash flows, a report on changes in equity		+		
67	The TaPE organization must demonstrate the presence of an internal audit system and the results of a regular external, independent audit			+	
68	The TaPE organization must prove the financial sustainability and viability of the organization of education	+			
69	The TaPE organization there should be a mechanism for assessing the adequacy of the financial support of various types of its activities		+		
70	The TaPE organization should ensure the transparency of budget allocation and its effectiveness	+			
71	The TaPE organization there must be an effective financial reporting mechanism	+			
<b>TOTAL</b>		3	4	1	
<b>Standard “RESOURCES: MATERIAL AND TECHNICAL AND INFORMATIVE”</b>					
72	The TaPE organization must demonstrate the compliance of the infrastructure with the specifics of its activities. Audiences, offices, laboratories, communication and computer equipment and other facilities must be suitable with modern requirements.	+			
73	The TaPE organization should assess the dynamics of development of material and technical resources and information support, the effectiveness of the use of evaluation results for adjustments in budget planning and distribution		+		
74	In the TaPE organization a learning environment must be created which includes:				
74.1	technological support for students and teaching staff in accordance with the programs (for example, online training, modeling in the classroom) and intellectual queries (databases, data analysis programs)		+		

74.2	academic accessibility - students have access to personalized interactive resources (available also during extracurricular time), as well as educational materials and assignments, it is also possible to test self-assessment of students' knowledge through remote access to the portal (website) of the TaPE organization			+	
74.3	academic counseling - there are personalized interactive resources that help students plan and execute the academic programs		+		
74.4	vocational guidance - students have access to personalized interactive resources that assist in the selection and achievement of career paths	+			
74.5	The required number of classrooms, equipped with modern technical teaching aids: training laboratories, modern training grounds equipped with modern equipment, relevant educational programs, sanitary and epidemiological standards and requirements		+		
74.6	The required number of computer classes, reading rooms, multimedia, language and methodological classrooms, the number of seats in them	+			
74.7	a book fund, including a fund of educational and methodical literature on paper and electronic media, periodicals in the context of training languages			+	
74.8	free access to educational online resources	+			
75	The TaPE organization should determine the degree of implementation of information technology in the educational process, monitor the use and development by members of the teaching staff of innovative learning technologies, including those based on ICT		+		
76	The TaPE organization must demonstrate the availability of a web resource that reflects the mission, goals and objectives of the TaPE organization, the effectiveness of its use to improve the organization's activities				
76.1	availability of adequate and objective information about the teaching staff on the portal (website) of the TaPE organization	+			
76.2	transparency of complaints handling information		+		
76.3	placing on the portal (website) of the TaPE organization full objective information about the activities of the organization	+			
76.4	posting on the portal (website) of The TaPE organization external publications (quotes, links) on the implementation of the TaPE organization's mission, goals and objectives	+			

76.5	use of information networks for informing the public and stakeholders		+		
77	An important factor is the observance of copyright when placing educational and methodological support in the public domain.		+		
78	An important factor is the creation of conditions for the development and use of information and communication technologies by employees, teaching staff and students in the educational process and activities of the TaPE organization		+		
<b>TOTAL</b>		7	9	2	
<b>TOTAL IN GENERAL</b>		29	58	8	

