



«АККРЕДИТТЕУ ЖӘНЕ РЕЙТИНГТІҢ  
ТӘУЕЛСІЗ АГЕНТТІГІ» КЕМ

НУ «НЕЗАВИСИМОЕ АГЕНТСТВО  
АККРЕДИТАЦИИ И РЕЙТИНГА»

INDEPENDENT AGENCY FOR  
ACCREDITATION AND RATING

# REPORT

External expert committee (EEC)  
about work results of external expert committee at the rate  
for compliance with standards of institutional accreditation

“Construction-technical college № 1” Kokshetau town, department  
of education of Akmola region.

From «10» December to «12» December 2018 year.

Kokshetau 2018

Independent accreditation and rating agency  
External expert committee

*Addressed to the  
Accreditation  
board IARA*



Независимое агентство  
аккредитации и рейтинга

Report  
External expert committee (EEC)  
about work results of external expert committee at the rate  
for compliance with standards of institutional accreditation

“Construction-technical college № 1” Kokshetau town, department of education of Akmola region.

From «10» December to «12» December 2018 year.

## Content

- (I) List of symbols and abbreviations
- (II) Introduction
- (III) Representation of the organization of education
- (IV) Description of the previous accreditation procedure
- (V) Description of the visit EEC
- (VI) Standard compliance of institutional accreditation
  - 6.1 Standard “Vision, mission and strategy”
  - 6.2 Standard “Manual and management”
  - 6.3 Standard “Educational programs”
  - 6.4 Standard “Teaching staff and efficiency of teaching”
  - 6.5 Standard “Trainees”
  - 6.6 Standard “Finance”
  - 6.7 Standard “Resources: material-technical and information”
- (VII) Review of strengths/ best practices for each standard
  - 6.1 Standard “Vision, mission and strategy”
  - 6.2 Standard “Manual and management”
  - 6.3 Standard “Educational programs”
  - 6.4 Standard “Teaching staff and efficiency of teaching”
  - 6.5 Standard “Trainees”
  - 6.6 Standard “Finance”
  - 6.7 Standard “Resources: material-technical and information”
- (VIII) Review of the recommendation on improving the quality.
  - 6.1 Standard “Vision, mission and strategy”
  - 6.2 Standard “Manual and management”
  - 6.3 Standard “Educational programs”
  - 6.4 Standard “Teaching staff and efficiency of teaching”
  - 6.5 Standard “Trainees”
  - 6.6 Standard “Finance”
  - 6.7 Standard “Resources: material-technical and information”
- (IX) Review of the recommendations for the development of education
- (X) Recommendation to the accreditation board
- Annexes 1. Validation table “The parameters of the institutional profile”
- Annexes 2. Program of visit to the organization of education
- Supplement 3. The results of the questionnaires of teachers
- Supplement 4. The results of the questionnaires of trainers

### **(I) List of symbols and abbreviations**

SESE	State educational standard of education
MES	Ministry of education and science
TVE	Technical vocational education
FCC	Final certification of the commission
ETS	Engineering and teaching staff
TP (TW)	Thesis project (Thesis work)
MW	Methodical work
PC	Pedagogical council
MC	Methodical council
YAC	Youth affairs committee
APQQ	Assessment of professional qualifications and qualifications.
APQ	Assessment of professional qualifications
SDP	Strategic development of plan.
SSC	Students scientific community.
HRD	Human Resources Department personnel department
SC	Standard curriculum.
WC	Working curriculum.
PTW	Production training work.
EP	Educational program.
SW	Study work.
PP	Professional process.
EP	Educational process.
TS	Teaching staff.
SCC	Subject-cycle commission.
GH	General humanities.
GE	General education.
GPD	General professional disciplines.
SD	Special disciplines.
TMC	Training methodology complex.
SYT	School of young teacher.
LWPS	Left without parental support.
MM	Mass media.
IT	Information technology.
LPW	Laboratory practical work.
TT	Technical training.
SWOT	Strengths and weakness, opportunities and threats.
SS	Structural subdivision.
SEN	Special educational needs.

## **(II) Introduction.**

In accordance with the order № 131-18-ОД от 0412.2018 year Independent accreditation and rating agency “Construction-technical college № 1” Kokshetau town, department of education of Akmola region external expert committee from «10» December to «12» December 2018 year assessment of compliance of activities and implementation of educational programs was carried out with standards of institutional accreditation IARA.

Report of external expert committee (EEC) contains a conformity assessment of college activities standards criteria (Independent accreditation and rating agency) IARA, recommendation of external expert committee (EEC) for further improve college performance and activity profile parameters in “Construction-technical college № 1” Kokshetau town.

### **Consist of external expert committee (EEC):**

- 1. Chairman committee** – Sizdicova Aigul Shayahmetovna, director of «Polytechnic college corporation «Kazahmis»» (Balkhash town);
- 2. Foreign expert** – Sosnin Vyacheslav Victorovich , director of CC«Union» (Omsk town Russian Federation);
- 3. Expert** – Mahmetova Ainagul Karimovna, teacher of special disciplines State Communal State Enterprise «College of economics of technology and food production standardization» (Astana town);
- 3. Expert** –Nurmaganbetov Erlic Zhanat, teacher of special disciplines State Communal State Enterprise «College of management and business» (Astana town);
- 4. Expert** –Toktimanova Ainash Nurmuhambetovna, head of department State Communal State Enterprise CSE «Almaty State Polytechnic college» (Almaty town);
- 5. Expert** –Stepanova Elena Aleksandrovna, industrial training master State Communal State Enterprise CSE «Almaty college of Construction and folk crafts» (Almaty town)
- 6. Expert** – Averina Ilmira Gaptulhanovna, teacher of special disciplines KSU «Engineering college» (Petropavlovsk town);
- 7. Observer from the Agency** –Gasimov Rinat Gaptulhanovich, expert IARA (Astana town);
- 8. Employer** –Kusain Gulmira Kadirmanovna, head of cafe WEST IS (Kokshetau town);
- 9. Student** –Begim Aruzhan Torebaievna, student of the 4th course of specialty "Welfare activity and amateur and folk arts» SSUC« College of culture by name of Akana Sere» (Kokshetau town);

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

Departmental accessory: Department of education of the Akmola region.

Form of ownership - Municipal public institution.

License No. 13003817 of 14.03.2013, on occupation educational activity, given out PI

"Department on control in education of the Akmola region, Committee on control in education and sciences of the Ministry of Education and Science of the Republic of Kazakhstan.

Legal address of college: 140010 Akmola area, Kokshetau, Abylay Avenue – the khan 1/A, ph./fax: (8-7162) 257442, e-mail: kgu-stroi-stk1@mail.ru, website: pt0003.kokshetau.akmoedu.kz.

According to the State license No. 13003817vydannoy 14 of March, 2013 and the annex to it.

Training of specialists is conducted on full-time courses on the basis of the main secondary education, training language – state, Russian.

The general contingent on college for September 1, 2018-2019 academic year made 644 persons.

KSI "Construction-technical college № 1" Kokshetau town, department of education of Akmola region.

KSI "Construction-technical college № 1" Kokshetau town, department of education of Akmola region is organized in 1962 as SPTI No. 66. Further there were following reorganization:

in 1995 on the basis of radio school by merge of construction and radio school No. 20 SPTSS was organized; (special professional technical school state so-so)

- in 1997 by merge of SSTS (so-so special technical school) No. 100 and SPTSS (special professional technical school state so-so) No. 20 it was renamed into PTS No. 2;

- c 2003 year PL №11.

- c 27.07.2012 KSI "Construction-technical college № 1" Kokshetau town, department of education of Akmola region.

For years of the development the college grew in large educational institution with highly skilled engineering teaching staff and strong material and technical resources. Now KSI "Construction and Technical College No. 1, Kokshetau" is quality and available education, a possibility of receiving free education, granting the hostel, payment of grants, employment, entering higher education institutions. The college also carries out short-term preparation and retraining of personnel in the direction of Job center of the city of Kokshetau and Akmola region both under the individual contract, and according to the Program of development of productive employment and mass business for 2017 - 2021.

The personnel structure of college conforms to the qualification requirements imposed when licensing educational activity. The number of teachers with categories from regular, is 99%, of them with the highest category-35 of the person, the first category - 7, the second category - 22; without category-6; 2 masters, continue training in a magistracy 2 persons.

The pedagogical shots having high qualification allow college to solve difficult educational tasks when training popular qualified specialists in the conditions of market economy. To replace experts, having wide experience of work, the young teachers who are successfully adopting the accumulated pedagogical experience, regularly improving the professional skills come. Successful implementation of educational programs and modernization of a system of training of specialists for economy of Kazakhstan is also promoted by successful cooperation with social partners, effective work of the Board of trustees.

The administration of college carries out monitoring of labor market and on the basis of the analysis in college the profiling on specialties was carried out.

Since 2016 reception on specialties is stopped: 1109000 "Turning business and metal working", 1211000 "Sewing production and modeling of clothes".

1) Since 2017 the new specialty 1114000 "Welding business" (qualification 111404 2nd "Electric and gas welder"), new qualifications in the specialty 0413000 "Arts and crafts and national crafts" (041312 2 "The manufacturer of art products from wool and leather"), in the specialty

1401000 "Construction and operation of buildings and constructions" (140124 2 "The master the builder of a wide profile", 140125 2 "The master of construction finishing works"), in 0508000 "Catering services" (050806 3 "Technologist manager") is open.

In college from 2011-2012 academic years groups with inclusive training function. Two releases in "Catering services" are made, all are employed. From 2015-2016 academic years it was recruited in groups in "Arts and crafts and national crafts". On this specialty there is an educational workshop and an educational class. According to order No. 71 of October 20, 2016 by department of education the resource center for training of persons with special educational needs in the system of technical and professional postsecondary education of the Akmola region (order No. 271 of October 19, 2016) is opened.

From 2016-2017 academic years in "Catering services" the college began preparation according to the modular program in the experiment mode. From 2017-2018 academic years in the mode of an experiment began work on introduction updated standard curriculum by Холдинг Кәсіпкер. In educational institution of 6 non-staff coaches of Holding. Introduction standard curriculum on specialties is planned from 2022-2023 academic years: "Electric and electromechanical equipment", "Construction and operation of buildings and constructions".

Nonresident students are provided with places in the hostel where there are inhabited sections equipped with a bathroom, shower, shower, laundry, household rooms.

The self-assessment of college is carried out according to the Law of the Republic of Kazakhstan "About Education", Rules of the accreditation organization approved by the resolution of the government of the Republic of Kazakhstan of December 29, 2007 the No. 1385, Standards and criteria of institutional accreditation of SGESE RK 5.01 (017-026)-2008 approved and which is put into operation by the order of the Minister of Education and Science of RK of 25.12.2007 No. 650 and other normative documents.

The purpose of a self-assessment is obtaining information on how the college meets requirements imposed to it and considers in the activity the current and future requirements of all interested parties in the conditions of the resources and opportunities which are available at its order.

### **(III) DESCRIPTION OF THE PREVIOUS PROCEDURE OF ACCREDITATION**

KSI "Construction and Technical College No. 1, Kokshetau" of department of education of the Akmola region for the first time undergoes the procedure of institutional accreditation of the SC organizations.

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

Work of EEC was carried out on the basis of the Visit schedule of commission of experts on institutional accreditation of educational programs in KSI "Construction and Technical College No. 1, Kokshetau" during the period from December 10 to December 12, 2018.

For the purpose of coordination of work of EEC in college the adjusting meeting during which powers between members of the commission were distributed took place, the schedule of a visit is specified, consent in questions of the choice of methods of examination is reached.

EEC meetings with target groups took place according to specified the visit schedule, with observance of the established period of time.

For obtaining objective information about quality of educational programs and all infrastructure of college, specification of contents of reports on a self-assessment meetings took place: with the director, the deputy director of EPW, the deputy director on EW, the deputy director on EEW, the deputy director on EW, the chief accountant, the nurse, chairmen of CCC (chairman of the cyclic commission), the methodologist, teachers, training officers, other employees, students, graduates, employers, social partners, parents of students and other employees. In total 356 people participated in meetings.

**Table 2 - Data about participated in meetings with EEC**

Category of participants	Number
Director	1
Deputy director	4
Chief accountant	1
Chairmen of in detail cyclic commission	4
Teachers and training officers	56
Staffs	4
Students	100
Graduate	41
Employers, social partners	37
Parents of students	26
<b>Total:</b>	<b>275</b>

In the course of work of EEC visual inspection of infrastructure of college is performed: educational audiences, computer classes, library, reading room, assembly hall, production workshops, educational laboratories, gym, gym, sports ground, hostel, medical aid station, dining room. Documentation of the subject and cyclic commissions implementing the accredited educational programs is also studied.

Bases the practical of specialty 0910000 "Electric and electromechanical the equipment" (by types) are visited by Kokshetau wiring LLP (limited liability partnership). Students pass a technological and work practice in this organization, under the leadership of mentors Ishmukhambetov N.N., Epishko G.Ya. At the time of check of EEC the work practice did not take place. According to missives and applications of employers amendments in connection with seasonality of work are introduced in the schedule of educational process. The enterprise specializes in laying of power lines and power cables, electrification of the Akmola and North Kazakhstan region.

Annually the management of the enterprise admits for passing of a work practice of students 2-3 courses (which reached 18 years) of CTC (Construction technical college) No. 1 to various divisions of this enterprise (in quantity till 15-20 people).

The educational institution cooperates with this this enterprise more than 40 years. More than 56 people are employed.

Specialists of this organization train students in work on future profession. At receipt for practical training of students acquaint with SE (safety engineering) and PB at the enterprise, with the code of ethics and behavior at the enterprise. Pay much attention to explanation of the list of programs and skills necessary for employees of Kokshe wiring LLP. The analysis of base of practice showed that the equipment of this enterprise conforms to modern requirements. The graduates of last years working in LLP-Afanasyev Andrey, Starinin Alexander, Malkov Vladimir, Kovalenok Stanislav were presented.

Bases the practical of specialty 1114000 "Welding business" are visited the "AP-IMPEKS" LLP enterprise which head is Amirzhanov Zh.K. Predpriyatiye specializes in installation and construction works, welding works. The college cooperates with this enterprise within 5 years. The memorandum of mutual cooperation is signed, practice is carried out on the basis of the tripartite contract. The graduate Kravets Denis who notes that good practical skills helped it to acquire knowledge gained in educational institution works at the enterprise.

The base of practice of WLADA LLP in the specialty 1401000 "Construction and operation of buildings and constructions" is visited. This enterprise performs carpentry types works, the head is Surtayeva E.N. The college cooperates with this enterprise 5 years, tripartite contracts on practical training are signed. According to applications of employers students do practical training during the spring and autumn periods, in connection with seasonality of works of the northern region. From September to October at this enterprise there passed a work practice second-year students Baltashev



A., Dedik A., Polyakov M. whose mentor was Umarov A. S., the foreman. He notes good training of students and their responsibility and discipline. Graduates of this college are employed: Kargopolov N., Adilbekov A. during visit of EEC the interview with Kargapolov N. was conducted.

The external commission of experts visited "Alua Story" LLP base in the specialty 1401000 "Construction and operation of buildings and constructions". The head is Serdalin K.B. Enterprise is large construction company, differing in high quality of commissioning of the objects. Currently with them conditions of the memorandum of mutual cooperation are fulfilled. Students of 1 course (Construction operational building and construction) COPB-14 took acquaintance with production during educational practice.

Bases of practice of specialty 0508000 "Catering services" are visited.

During visit by external commission of experts of an entertainment complex "Aristocrat" students of (catering services) CS-32 group did practical training: Bolatkan N., Gorelikov And, Dedusev A., Lutsenko M. whose mentor is Anokhin Artyom (chef).

This complex includes: karaoke of bars, coffee shop, big restaurant hall with a capacity of 300 people. During visit the commission of experts was acquainted with a material technical RK base which conforms to requirements imposed to modern production of food. The staff of the enterprise expressed satisfaction with work of students of college who own necessary knowledge for performance of work of all technological stages. Anokhin Artyom holds repeatedly master classes in educational institution. Itself is a winner of the international professional competitions, passed a training in Russia, Italy. He renders the practical help when training students for WSK. This RK accepts on practice of students in number of 6-7 people on a constant basis. The memorandum of mutual cooperation and tripartite contracts on practical training is concluded. Here graduates of college are employed: Ertushov Artyom, Galiyeva Christina, Kuchin Artur, Harchenko Vadim, Kambarova Soiled. Members of the commission checked existence of diaries of practice, conducted an interview with the chef and with students.

The base of practice of an entertainment complex of "Joint stock company-Zhelken" is visited. In this complex there is a stake - bar, the hall of a karaoke, hotel, the banquet room. In it prepare dishes of several types of kitchens: east kitchen, European and Asian. During visit of base the practical according to the schedule of educational process students of CS-20 - Zharkinbayev D., Dagkhilgov I. under the leadership of the mentor Kokorev V. A. did practical training. He noted that the theoretical and practical knowledge gained in college, helps students with practical activities, including the possession IT of technologies as in this complex the electronic menu is used. The memorandum of mutual cooperation and tripartite contracts is concluded with this enterprise. Nabugornov Svyatoslav is employed. Members of the commission conducted an interview with students, examined base of practice in which the modern equipment is supplied.

During visit of the cafe "WEST EST" according to the schedule of educational process the M, Yuryeva T. which mentor is Mikhaylenko N.P. (chef) do practical training Kalinin With, Protasov. She is a graduate of college. On a constant basis holds master classes in Chinese cuisine as passed a training in China. Is a winner of the culinary championships held both in Kazakhstan and in the FSU and beyond. This cafe has: a karaoke, the hookah hall, the VIP - halls. The cafe specializes in dishes of east, European, Chinese cuisine. With IP Kaldybayev F. K, the owner of cafe signed the memorandum of mutual cooperation and the tripartite contract on carrying out practice. The director Kusain G.K. is the chairman of the Board of trustees of college. Are employed: Mikhaylenko N.P. (chef), Temlyakov Artem, Alekseeva Tatyana, Seitov Timur.

These bases the practical are chosen taking into account that there is a fixing of theoretical knowledge with practical skills and the equipment of the enterprises conforms to modern requirements. Mentors at these enterprises are the highly qualified specialists passing a training abroad and being participants of the international competitions in the specialty.

During visit of base the practician of Enki LLP which head is Abdykalykov M.A. RM-17 group in the specialty 0502000 "Service and repair of the telecommunication equipment and household appliances (on the industries)" as a part of 10 students and the master of p/o Babina A.Zh. underwent acquaintance with production during educational practice. The tour was conducted by the

senior technologist Sinitsky S.S. Base of practice is chosen as in the enterprise there is service instrumentation and automated control systems which is connected with repair of various electronic devices.

The base of practice of IE (individual entrepreneur) Razjdyakonov in the specialty 0502000 "Service and repair of the telecommunication equipment and household appliances (on the industries)" is visited. Students of the PM-37 group Mutasov Sergey, Ekgart Alexander and Sidorenko Adiel did practical training according to the educational schedule under the leadership of the head V.I. Razjdyakonov. This enterprise is chosen for base the practitioner as is engaged in repair of the radio-electronic equipment and household appliances.

During visit of base of practice of «Ekopromstroy» LLP students of specialty 0413000 "Arts and crafts and national crafts" Hayrgeldin Meyrambek and Tereshko Valery did practical training at the enterprise, according to the diagram of educational process. This enterprise specializes in production of wooden products and objects of a decor.

During visit of practice of «Blek» LLP which head is Nikitenko Yu.R. the student of group Filonov Andrey did practical training according to the diagram of educational process under the leadership of the mentor Vishnev Vladimir. This enterprise takes on practice of the students with special educational needs studying in the specialty 0413000 "Arts and crafts and national crafts". The enterprise specializes in production of national household items of Kazakhs: an astaa, an ozhaa, chests, a kebezha, asadala, besik, tegesh, a kesa, etc. all products are made of natural wood and are exclusive. The enterprise has modern the equipment which workers are professionals of the business. Tripartite agreements on practical training are signed with the enterprise. The director holds master classes in college, helps with employment of graduates with special educational needs. Experience of 25 years in the market... At this enterprise the following graduates of college are employed: Uzirov E., Tleuov D., Gudenko D. (manager production).

Also members of EEC received confirmation from employers that the enterprises not only provide jobs for the period of the work practice, but also participate in correction of contents of working curricula and programs.

The management of the enterprises provides the qualified employees for participation as a part of the state certifying commission during the final state assessment of graduates. The staff of college passes a training at the enterprises. Members of EEC attended studies on the accredited educational programs.

They note that at visit of bases the practical on a review of EEC the accompanying documents on practice were provided

Members of EEC attended studies on the accredited educational programs. Classes of inservice training in the specialty 0413000 "Arts and crafts and national crafts", 1114000 "Welding business (by types)", 0508000 "Catering services", 1401000 "Construction and operation of buildings and constructions" are attended. Classes were given by training officers Esetova Galina Askerovna, Makhmetov the Ayah Anarbekovich, Ibragimova Irina Vladimirovna, Kakenova Raykhan Madetovna. Members of the commission noted presence of overalls at students, process charts, didactic material. Programs of inservice training, lists of industrial practice works, plans of lessons of in service training, logs of in service training were presented.

Visited a lesson of discipline "Special technology of plaster works". Classes were given by the young teacher with length of service 3 months. The office is equipped with an interactive board, the planning documentation was provided. The commission noted methodically competently made plan of a lesson of discipline "Lighting and lighting networks", a topic of the lesson "Luminescent lamps of low pressure" of the teacher of special disciplines Esimova L.M. teacher in an office stands in common with students are issued. Big didactic material is built. EEC Ozimok N.I. in the specialty 0910000 "Electric and electromechanical the equipment" noted from the good party a digital educational resource of the training officer (by types).

Visited lessons of special disciplines of the teacher Shaymuratova I.V. of discipline "Technology of cooking". A form of carrying out lessons – group. Members of EEC noted big didactic material of the teacher.

The teacher's lesson Dzhusupov B.A. on discipline "Electroradio engineering measurements of Data about analog SP". Topic of the lesson "Principle of work, design features". Throughout a lesson the teacher observed logic of statement of educational information which was followed by display of slides. The method evident and illustrative with elements of critical thinking was used. Programs completely corresponded to the individual plan. The reflection which is carried out at the end of a lesson showed a contribution of each student to achievement of the objects set at the beginning of a lesson, activity of each student, overall performance of group.

The analysis of visit of occupations confirms good qualitative teachers, sufficient theoretical level of training. On occupations teachers use different technologies of training.

Educational programs conform to license and qualification requirements. The norms ordered by the legislation and described in the self-report of college during visit of EEC are confirmed. Contents of educational programs and educational technologies correspond to standards, are adapted to inquiries of the population and employers and are periodically updated according to the changing conditions.

For work of EEC all conditions were created, access to all necessary information resources is organized.

Within the planned program of the recommendation about improvement of activity of college, the developed EEC following the results of examination, were presented at a meeting with the management of college.

The actions planned within the visit allowed members of EEC IARA to carry out the independent assessment of compliance of the data stated in reports on a self-assessment of college, criteria of standards of institutional accreditation.

The detailed analysis of compliance of activity of college to Standards of institutional accreditation of the Independent agency of accreditation and rating allowed EEC within the Visit schedule of college allows to draw the following conclusions in a section of standards

#### ***IV) COMPLIANCE TO STANDARDS OF INSTITUTIONAL ACCREDITATION***

##### **6.1 "Vision, Mission and Strategy" standard**

The college carries out the activity according to the Constitution of the Republic of Kazakhstan, the Education act of RK of 27.07.2007, the Standard rules of activity of types of the organizations of technical and professional, postsecondary education approved by the order of the Minister of Education and Science of the Republic of Kazakhstan of September 11, 2013, No. 369 with the standard curricula approved by orders of the Minister of Education and Science of the Republic of Kazakhstan No. 72 of January 22, 2016, No. 553 of October 31, 2017 on the basis of license No. 13003817 of 14.03.2013, Department on control in education of the Akmola region of Committee on control in education and RK sciences.

In 2015 the college successfully underwent the State certification.

From the moment of education the staff of college sets the high purposes and tasks of growth of competitiveness of educational services according to the developed strategy, a mission today and ensuring training of the highly qualified specialists capable to satisfy needs of employers, actively to participate in process of further modernization of Kazakhstan.

In the conditions of increase in requirements to professional standard of graduates of college training of specialists, capable to professional mobility and competitiveness in the conditions of constantly changing requirements of labor market becomes feature of training today. The policy of the state in the field of development of a system of technical and professional education predetermined the mission of college in training for industry not only areas, but also the Republics in general. Mission of college: To become competitive college in the field of educational services of the Akmola region and the Republic of Kazakhstan.

According to intentions to take steady positions among the leading colleges of the Republic in education market, the college carries out long-term, short-term and routine planning of the activity. On the basis of the analysis of resources of college (material, financial, personnel), taking

into account change of requirements of modern production, the strategic objective and the mission of construction and technical college No. 1, Kokshetau were defined. The development strategy of college is directed to realization of tasks of the State program of development of education and science for 2017-2021. The long-term development plan for college for 2021-2025 is developed for vision of perspective development of college.

Vision: The college will take the leading positions in education market in the field of technical and professional education.

The mission of college corresponds to opportunities of college, personnel potential and also considers requirements of labor market.

Information on a mission, the purposes and tasks of college is available to pedagogical collective, students, parents and employers on the website of pt0003.kokshetau.akmoedu.kz college. In all offices of college, workshops, at an entrance the stands reflecting the purposes and tasks are issued, curator watch, meetings of collegial bodies of college with participation of interested parties are spent

In respect of strategic development of college for 2017-2021 the main activities of educational institution, key actions, the realization terms expected results are reflected. This plan is available to acquaintance to all teachers, employees and students of college, parents and is posted on the website of college.

The working group consisting of heads of structural divisions and the leading teachers and students of college was engaged in development of the Strategic development plan for college. Employers, members of the Board of trustees and parents of students took part. From employers active part was taken: chairman of the Board of trustees, director of IP Kaldybayev F. K. Құсайын Г. К., director of Toy Dastarkhan LLP, deputy of the regional maslikhat Mashchinskaya E.I., chef of Aristokrat restaurant Artem Anokhin, chef of WEST EAS cafe Mikhaylenko N.P., director of Armada-K LLP Shekenov E.Zh., vice-chairman of KDM Zhangozhin A.Zh., student of OP-30, Kemelbekova G. Z., representative of parents 3 courses.

Students at discussion of a mission of college at a meeting with the director, noted that it accurately and consistently reflects the purposes and tasks at training of specialists demanded in the market of the Akmola region and Kazakhstan.

The mission, vision and the Strategic development plan for college were considered and approved at meetings:

- Faculty meeting (protocol No. 1 of 28.08.2017)
- Committee on affairs of youth (protocol No. 1 of 07.09.2017)
- PTA meeting (protocol No. 1 of 13.11.2017).

The mission, the purposes and tasks of college correspond to the available resources: human resources, the educational environment (educational and methodical process, educational technologies, inservice training, educational process), financial and information resources of infrastructure (the modern building of college and the hostel) which in total provide potential opportunities of college and promote requirements of labor market. The management of college bears personal responsibility for carrying out this policy, and provides, as far as possible, employees and students with all necessary resources.

Along with it the college has an opportunity to involve resources of the partner organizations interested in cooperation in implementation of the tasks. As a result of it possibilities of college on use of human and material resources, bases the practician, experimental, laboratory and production sites considerably extend.

Processes of planning and distribution of resources correspond to vision and the mission of college, monitoring of execution of annual plans is carried out by providing the annual report.

Process of adjustment of the plan begins with sentences of structural divisions in the main areas of work.

SWOT analysis of a current status of work on structural divisions is carried out, weaknesses and also threats and opportunities come to light their strong. Then plans come down in the plan of college which is discussed at a meeting of a faculty meeting and is approved by the protocol.

Compliance of a mission, the purposes and tasks to inquiries of the market of economy of the Akmola region is provided in two directions: performance of the State general education standards of education (further state general education standard of education ) specialties and realization of additional qualifications of specialties which are formed taking into account requirements, the industries of orientation and demand of employers. The construction and technical college conducts systematic work on assistance in employment of graduates. Graduates of college are demanded in labor market that is confirmed by applications from employers in Department of education of Kokshetau.

For the organization of practical training of students and a employment of graduates of CTC No. 1 cooperates with the enterprises of Kokshetau, the Akmola region, some of them are a part of the Board of trustees of KSI"Construction and Technical College No. 1, Kokshetau".

Teaching and educational process in college for 2017-2018 academic year is carried out by 78 engineering and pedagogical workers, from them permanent members of staff – 77 people, in combination – 1 person.

Teachers have the higher corresponding basic education. From the general list of teachers have the highest category - 28 people, 1 category - 8 people, the second – the 18th person, occupations in a state language conduct 13 people.

Reception and placement of personnel in college is carried out according to the staff list and annual pedagogical loading.

Total number of teachers and training officers is: for 2015-2016 academic year – 90 people, 2016-2017 academic year – 92 persons with whom bilateral employment contracts are concluded.

Average age of teachers – 42 years.

Professional achievements of teachers of college are noted by awards of different levels: the breast sign «For excellent teaching» Republican council for public awards and ranks (the master of p/o Kusainova B.M., teachers Dyusenova G. O., Umarov A.E.), medal "For a Contribution to Development of Technical and Professional Education in the Republic of Kazakhstan" (Ibragimov I.V.), medal "General of Nurmagambetov" (Kudabayev Zh. L). " for merits in trade-union work" (Dyusenova G. O), the breastplate of Y. Altynsarin (Omarova S.Zh.).

Professional development of teachers is carried out according to the annual plan of work of college and individual plans of work of teachers.

Stable dynamics of professional development is observed:

2015-2016 academic year - 35 people from among total number of the International Party of Russia that makes 51%

2016-2017 academic year - 31 persons - 44, 9%

2017-2018 academic one or 32 years of 70 that makes 45.7%

For the reporting period (2017 - 2018 academic year) professional development there underwent 34 teachers, including courses passed – 27 (in the Nekomerchersky Center of Professional Education joint-stock company «Holding profession well» – 2 persons, in joint-stock company «National Personal Computer Center to a professional development «Promotion» - 3 persons, within the international projects exit courses – 2 persons.

From 2015-2018 the total number of employees from among teaching staff which underwent professional development and retrainings on courses, the training seminars and other forms of professional development, made-71.4%.

Professional achievements of teachers of college are noted by awards of different levels: Honourable educators of PK 3, the Winner of the 2nd degree of the International competition of G.G. Valuyko in the Thesis nomination Yalta (Russia) - 1, is awarded with the medal "Veteran of Work" - 1, has breast the sign "Abylay Khan" and «In labor union of educators for merits» - 1, are awarded with medals "Y. Altynsarin" - 2, a medal of the major general of aircraft "T. Begeldinova" - 1, the Certificate of honor of ministry education and sciences of RK-3, Letters of thanks ministry education and sciences of RK- - 6, the Certificate of honor " Endowments " - 4, the Letter of thanks of the akim of Almaty – 1, the Diploma of the akim of Almalinsky district – 2 employees. The

breastplate "fire - the 60th years anniversary" - 8, the letter of thanks that associations of veterans of war of «Homeland beam» - 3, the Breastplate of B. Momysuly - 1 employee, the Letter of thanks of joint-stock company republican scientifically methodical center - 1 employee.

On the basis of the Strategic development plan Construction and technical college №1, the administration annually develops Kokshetau and approves the main objectives and concrete indicators which have to be reached at the end of the academic year. The analysis of activity of college according to criteria of institutional accreditation showed: the college has accurately formulated and clear mission realized according to the established requirements of labor market, distinctly defining purpose of college and the strategy of its development.

At this stage the awards received at various competitions are result of activity of college:

2017 – 2018 the competition WSK -

Daravsky Ivan - painting and decorative works – the 2nd place

Ilyin Alexander - painting and decorative works – 1 place

Gumirov Pavel - facing by a tile - the 3rd place

Beysenov Sayrantay - a stone laying - 1 place

Getke Rayngold - a bricklaying - the 3rd place

Asylkhanov Daniar - Electric installation work - the 4th place

Rakhymov Sagdat - dry construction - the 2nd place

Ertushov Artem - cook business - 1 place

Dauenov Nursultan - joiner's business-1 place

Prikhodko Valery - joiner's case-2 the place

Bogdanova Marina - restaurant service - the 2nd place

Burochek Denis - welding technologies - the 2nd place

2018

Prosetsky Alexander – the electronic engineer - the 3rd place in the National competition

Yakovleva Anastasia - confectionery business - a medallion in the National competition for professionalism in competence "Confectionery Business".

Regional value:

- scientific and practical conference "Alash reading and independent" / Sergazin B.G. /

- Regional championship of the Worldskills/master of inservice training /

- competition "The Best Master-2017" / Kusainova B.M. /

- competition "Youth of Kazakhstan against corruption" / Dyusenova G. O. /

- competition "Identity of events of 1917 of imperial Russia and modern Kazakhstan" / Sergazin B.G. /

- competition of compositions "Thanks to the grandfather for a victory!" / Chesha T. G. /

- public youth hearings / Hvashchevskaya I.V., Shalabayeva M.Zh. /

- a competition "The best teacher - 2018" / Sbitneva L.E. /

Republican value:

- "New Approaches in Teaching Informatics" online conference / Sartayeva S.S. /

- competition of compositions "100 anniversary of the October revolution" / Kenzhebayeva A. S.

- a scientific and practical online conference "Education in Kazakhstan: traditions, experience, innovations". Section: Inclusive education" / Kozhakhmetova A.T. /

- scientific and practical conference "Modern Educational Technologies in Educational Process" / Sartayeva S.S. /

The VII Republican competition of scientific works of school students and students "A young science" / Hvashchevskaya I.V. /

- the remote Olympic Games on Information scientist/Ospanov A.K. /

- the Olympic Games on physics " bright future " / Abutalipova K.H. /

- National competition startup projects "Startup future is my dream" / Hvashchevskaya I.V. Shalabayeva M.Zh. /

- competition Profi-kz/Shalabayeva of M.Zh., Hvashchevskaya I.V. /

- "spiritual revival – support of the country" a republican competition "through the project - ways the decision" Nomination /Dyusenova G. O. /

International value:

- scientific and practical conference "use of new and communication technologies in educational work" / Kuandykova B.S. /

- the scientific and practical conference "Spring — 2018" from the project Infolesson/Kozhakhmetov A.T. /

- online Modern Educational Technologies/Hripko conference of E.M. /

Current academic year teachers continue work on achievement of the next progress in professional activity. So, the teacher of mathematics Kozhakhmetova A.T. participated in the regional competition "The Best Teacher of Inclusive Education in the TPE Organizations" where took-1 place. In the Republican competition she took the 2nd place of honor, is awarded with the certificate of honor, a cup of a competition and the monetary certificate for the sum of 75,000 tenges.

The teacher of history Kenzhebekova A. S. in a regional competition of the research projects "Culture of Knowledge" took the 1st place and is awarded with the certificate of honor and the certificate in 100,000 tenges.

Master of inservice training Esetova G.A. - the second place in the regional competition "Panorama of the Pedagogical Ideas"

The Grand Prix in the international culinary Pine-forest championship Nomad-2018.

Experts were convinced of coherence of strategic objectives of college, adequacy of a mission, vision, strategy to the available resources: financial, information, to personnel structure and material and technical resources.

The anonymous questioning of teachers which is carried out during EEC IARA visit showed that the mission of college is reflected in training programs very well and well (a total average of 98.1%), assessment procedures (98.1% estimated on very good and good), innovative programs (100% estimated on very good and good).

Also 100% of teachers said that they can successfully use own strategy in the course of training.

The questioning of students which is carried out during EEC IARA visit showed that the vast majority of students (96%), are completely satisfied with the level of execution of these rules and strategy the Educational program.

EEC notes that in educational an institution according to this standard special attention is paid to the following positions:

- the organization of technical and professional education shows development of a mission, vision and strategy on the basis of the analysis of real positioning of the organization of education and their orientation on satisfaction of needs of the state, interested persons and students;

- the organization of technical and professional education shows identity and uniqueness of a mission and strategy;

- the organization of technical and professional education involves representatives of groups of interested persons, including students, teachers and employers in formation of a mission, vision, strategy;

- the organization of technical and professional education shows transparency of processes of formation of a mission, vision, strategy;

- vision, a mission and the strategy of the organization of technical and professional education are coordinated among themselves.

For further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- to speed up work on knowledge of interested persons (employers, students and parents) about the content of a mission, vision, strategy and processes of their formation;

- to expand mechanisms of informing students, parents and employers on the making components of model of the graduate taking into account the received speciality.

EEC notes that the institutional profile of college according to this standard contains 4 strong positions, 5 - satisfactory and 2 positions demand improvement.

## 6.2. Management and Management standard

The operating control system of Construction and technical college No. 1 answers the approved missions, the purpose and policy in the field of quality assurance.

The principle of management accepted in college is traced at all levels of the operating organizational structure.

The organizational and administrative structure of college is subordinated to the ideas of realization of strategic objectives and effective management providing decision-making process and real execution.

The basic principles of management and creation of organizational structure of college are defined in the following internal normative documents: The charter of Construction and technical college No. 1 of the city of Kokshetau, Regulations, the Provision on the Board of trustees, the Provision on the Faculty meeting, the provision on Methodical council, regulations on structural divisions, the Strategic development plan for college for 2017-2021, the Long-term development plan for college till 2025.

For ensuring effective management of all divisions of college functional duties on the basis of the approved duty regulations according to requirements of the Strategic plan which allows to use optimum available intellectual resources are distributed, promoting effectiveness of their activity. Duty regulations are developed and approved for each position according to the staff list of college.

Also, in the course of work the staff of structural divisions is guided by Regulations, orders of the director, orders of deputy directors. Regulations correspond to the Labor code of RK and consider specifics of college, regulate the order of reception, transfer and dismissal of workers, basic rights, duties and responsibility of the parties of the employment contract, an operating mode, time of rest, a measure of encouragement and collecting applied to workers and also other questions of regulation of the labor relations.

For effective implementation of the development strategy of college, achievement of a mission, the purposes and tasks the organizational structure of college is created. Organizationally – the administrative structure of college is subordinated to the ideas of realization of strategic objectives and effective management providing process of decision-making and their execution. In College-level management works 3rd: 1 level (strategic) - the director appointed by department of education of the Akmola region and his deputies; The 2nd level (tactical) - departments, the headed deputy directors, the chief accountant, the head of department of shots; The 3rd level (operational management) - control of college is exercised through industrial practice, educational and methodical, educational processes, research.

The first level of structure - the level of strategic management. The only executive body of college is the director performing direct management of the organization of education according to its competence determined by the legislation of the Republic of Kazakhstan and the Charter of college. The director is assigned and dismissed by the order of department of education.

The director and his deputies acting according to functional duties exercise administration management by college. Basic function of the director - coordination of all divisions of educational process and vocational training, through the Faculty meeting, Methodical council, meetings at the director and a general meeting of employees of college.

The director together with the Faculty meeting and Methodical council defines the development strategy of college, represents the interests of college in the public and public authorities. The highest advisory body is the Faculty meeting which is carrying out functional duties according to Situation about Pedagogical council of college. According to Situation meetings of the Faculty meeting are held 1 every two months, decisions are made jointly, dates of performance and responsible are established. Protocols of the Faculty meeting are documents of continuous storage in the nomenclature of college - 01/08.

Distribution of responsibility and powers in college are defined by plans of College, orders of the director, duty regulations and regulations on divisions.



The documents defining powers and responsibility of personnel, without fail are brought to the attention of the relevant staff of college.

Interactions of divisions and workers it is presented in organizational structure. The structure of divisions of college is defined in provisions of the relevant divisions.

Methodical council which is also a form of joint management develops and holds the events directed to improvement of quality of education, monitoring of quality of methodical, educational and methodical and scientific and methodical ensuring educational process of college. It is guided in the activity by the Provision on Methodical council approved of 12.07.2017. At meetings of methodical council an assessment for decision-making and recommendations about improvement of activities for the following forms of the reporting is considered and given: reports of teachers on progress on subjects; reports of teachers on implementation of individual plans; reports on mutually visit of studies; reports of curators, in the main directions of educational work, on attendance of lessons, etc.

The board of trustees carries out the activity according to the normative document "Standard rules of the organization of work of the Board of trustees and an order of its election in the organizations of education" to RK approved by the order the Ministry of Education and Science of 27.07.2017 No. 355. The board of trustees of college is one of forms of joint management. In the activity it is guided by the legislation of the Republic of Kazakhstan and also the Charter of college. The board of trustees interacts with the administration of college, parental committee, local executive bodies interested in departments and other organizations. Performance by members of the Board of trustees of the functions is carried out on a grant basis.

The main directions of educational process in college are implemented through activity of 4 departments "Industrial practice", "Teaching and educational", "Educational", "Administrative" and work in detail cyclic commission. The organization of educational process and control of its functioning are exercised by deputy directors on industrial practice, teaching and educational, study. The main activity of departments is training of students on specialties, professional development of workers, the leadership in educational and methodical work, coordination of educational work.

Industrial practice department (the deputy director for industrial practice work, the senior master) exercise control of process of vocational training of students on specialties of college, the organization of the routine and advance planning, ensuring implementation of requirements of SESE, the organization and carrying out educational, a work practice in industrial practice workshops and at the enterprises and also ensuring control of carrying out all types the practical of students. The conclusion of tripartite contracts with the enterprises for providing places of practice for students of college. In CTC No. 1 the present is signed 161 tripartite contract for practical training with the enterprises. The number of the tripartite contracts signed with the enterprises of the city of Kokshetau is 123, with the enterprises of the Akmola region - 38 and also memorandums of mutual cooperation are signed: individual business "Renkas", individual business "Mukhanov Zh.T.", Association with limited liability of "Festive table cloth", Association with limited liability "Kokshe Parus", individual business "Rodionov D. A", individual business "Kaldybayeva F.K.". The memorandum of mutual cooperation is signed also with the public association "Restaurants and Hotels of the Akmola Region", "Union of the Enterprises of the Construction Industry of the Akmola Region", "Kokshetau State University of Sh. Ualikhanov", Association with limited liability of "Mas Desigh Studio" Astana, Association with limited liability of "Alyn", Association with limited liability "Kokshe wiring", "Impeks" Joint-stock company.

The educational department (the deputy director for educational work, the coordinator on affairs of youth, the psychologist, the librarian, the health worker, hostel tutors, curators of groups) provides planning, control and the organization of educational work, implementation of youth policy in all divisions of college; is responsible for the organization and development of amateur performance and self-government, directs social and pedagogical service, will organize identification of students of "risk group" and work on their social and pedagogical adaptation, correction and alignment, will organize watch of groups on college.

All social and educational activity is implemented through work of curators of groups.

Methodical association of curators of groups coordinates educational activity of curators in educational groups and will organize their interaction, makes offers in development and the approval of the plans of measures on educational process in groups and exercises control of their performance, considers reports of curators on a state and the organization of educational work, measures of its improvement and performance of the planned actions for educational work

Working body of implementation of policy of college in the field of improvement of quality of educational services is the Teaching department which will organize activities for improvement of educational process, development and deployment of new technologies of training, improvement of quality of education, improvement of quality of drawing up lesson schedules and holding examinations.

The department of economic work ensures harmonious functioning of all systems and communication for the continuous organization of educational process, safe and comfortable functioning of all divisions of college.

The accounts department (the chief accountant, accountants, the cashier), provides the organization, control and planning of financial and economic activity of college, realization of accounting and tax policy, ensuring control of financial activity of educational institution, his economic and financial independence.

The principle of distribution of financial means and formation of tangible assets are defined by the Strategic development plan for college, answer the mission and the purpose of the organization of education.

Distribution of financial means is carried out according to the approved Strategic development plan. The development plan the current year provides actions, according to the regional program of development of technical and professional education of the Akmola region for 2017-2021.

Financial activity is carried out according to the legislation of RK.

The human resources department (HR officer) provides selection, forecasting and planning of requirement of college for shots, completing with necessary shots, promotes professional development of workers, carrying out regular certification, provides control of observance of labor and social duties of workers, maintenance and strengthening of social and psychological climate, prevention of the conflicts.

In college systematic work on development and formation of highly professional personnel potential of the development of educational institution corresponding to strategic tasks is conducted. The personnel policy is a component of the plan of strategic development of college, is under construction on the principles of trust and granting to personnel the maximum opportunity for creative growth and professional self-realization. Main objectives of development of personnel potential:

- ensuring professional formation of the beginning teachers and training officers;
- ensuring system city and effectiveness of professional development of engineering and pedagogical workers through self-education, course retraining, research activity;
- generalization, distribution and introduction of the advanced pedagogical experience;
- growth of quality indicators of regular list of pedagogical workers due to increase in qualification categories;

- attraction to pedagogical work of graduates of college;
- creating favorable conditions for formation and implementation of potential of teachers of college.

control in college is exercised by divisions of college. Objects of internal checks in structural divisions are:

- readiness and maintenance of educational and methodical complexes of disciplines;
- attendance of occupations students;
- an office-work status in the subject and cyclic commissions, etc.

Chairmen of the subject and cyclic commissions carry out the analysis of level of educational achievements of students by results of inside semester certifications, examinations.

Information obtained when monitoring allows college to exercise control of discrepancies and to continuously improve the educational processes. All events held by results of monitoring are reflected in protocols of meetings of the subject and cyclic commissions and are considered at the Faculty meeting.

Taking into account requests of consumers in college maintenance of feedback coupling with consumers is carried out that allows to improve educational process. The communications with consumers which are most often applied by forms in college are:

- periodic poll of consumers (questioning of students, teachers, employers);
- Open Days;
- meetings and round tables;
- reception of the director of students of private matters.

The management of college pays special attention to questions of a unification of members of collective, prevention of the conflicts of interests and the relations, motivation of a responsible attitude to professional activity. Acquaintance of engineering and pedagogical workers, employees and students with provisions of internal standard documentation, requirements to the organization of educational process, the main areas of work of structural divisions, regulations of college, etc. is for this purpose carried out.

Important incentive to an active and responsible attitude to the professional duties, participation in types of activity, significant for college, is the Rating system of assessment of activity of teachers. According to the Provision on rating assessment of teachers of college, main objectives of a rating system is increase in efficiency of activity of teachers, structural divisions of college. Results of rating assessment of activity of teachers are used at distribution of pedagogical loading, payment of awards, encouragement, etc.

The indicators used when determining rating are designed to stimulate activities of teachers and divisions for improvement of work of college and increase in rating in the system of Technical and professional education of area.

The management of college seeks for prevention of the possible conflicts between the management of college and employees, teachers, students and also between teachers and students by means of various methods of management:

- definition of the all-organizational purposes (activity of all employees is united by the purposes of college in the field of quality of education);
- explanation of requirements to work (each employee is informed of the duty regulations if there is a concrete situation, then the unit manager explains requirements imposed to the employee according to his powers).

Management of the conflicts in college acts on the basis:

- individual consideration of each conflict;
- confidentiality of process of disclosure of data on the conflict of interests and process of settlement;
- respect for balance of interests of college and the employee (student) at settlement of the conflict;
- protection of the student or the employee against prosecution in connection with the conflict.

In college conditions for comfortable administrative climate are created. The code of honor of the teacher and the Code of honor of the student determined corporate values and standards of behavior which are focused on observance of interests and to development of communication relationship of collective.

The developed business practice allows to solve effectively force majeure circumstances and to provide healthy moral and psychological climate. The motivation of potential of employees, formation of internal satisfaction is carried out by means of the announcement of letters of thanks/diplomas, rewarding with certificates of honor or awarding in a money equivalent. For stimulation of workers in the solution of tasks of training of specialists of high qualification the management of college provides formation of moral, psychological and material support of workers:

- improvement of moral atmosphere in the organization;
- increase in motivation of employees for development of creative potential, personal growth;
- moral and material encouragement for conscientious performance of duties;
- the additional training promoting the professional growth of teachers.

The most important indicator of effectiveness of transformations is degree of satisfaction of engineering and pedagogical workers, personnel and students with a control system.

For definition of this indicator periodic meetings with the director, his deputies, heads of structural divisions, and also polls, an interview, questioning are used. 97% of teachers of college participated in questioning. The analysis of questionnaires showed that the psychological service conducts systematic work and there is a necessary help to engineering and pedagogical employees of college.

The interests of employers and students, requirements of labor market and current trends of scientifically technical progress, and also the innovation approaches in training for the purpose of updating of contents of educational programs are investigated and considered. Teachers, students, parents, social partners have free access to information on educational programs, their structure, the contents, list of subject matters. An effective remedy of control is "The trust box" where any participant of educational process can address with the complaint or the statement, to report about violations, to make offers. "The trust box" is systematically opened with the commission in the presence of the deputy director for teaching and educational work, the representative Committee on affairs of youth.

For the purpose of studying of the attitude of students towards teachers of college, their professionalism and personal qualities questioning "The teacher eyes of students" is carried out. In 2017 questioning captured students of 1-3 courses. 245 students took part in it. The analysis showed that in general, students are positive for activity of teachers, Information communicative technologies note the high level of their knowledge, tactfulness, skilful use. All this causes high degree of the involvement of students into work on occupations and their good effectiveness of educational activity. Annually structural divisions report on the done work at meetings of collegial bodies. Reports are discussed. By results of discussion job evaluation is given, conclusions are drawn, decisions on adjustment of plans according to activities and improvement of work are made. All this is reflected in protocols of meetings.

The openness and transparency of activity of a control system is provided with availability of information on the made decisions of collegial bodies which extends by means of announcements on the website, on message boards, by e-mail, at meetings, through deputy directors, the methodologist of chairmen of the subject and cyclic commissions.

Contact with the graduates of college and the organizations which employed them is kept. (<https://vk.com/club173220924>). The obtained information is systematized industrial practice by department and is brought to the attention of engineering pedagogical workers.

Experts the External expert commission note that in college the optimum control system and definitions of responsible persons is created. Functional distribution of duties between heads covers the main activities of college and allows to realize its strategy and development successfully. It is also possible to note confidence of students that in college conditions for receiving quality education and the corresponding skills, and abilities for their application in future profession are created. The qualified, professional teaching staff of college is competent of education and education of competitive experts for labor market of RK conforming to requirements of time.

By results of anonymous questioning within work the External expert commission, assessment of the involvement of teachers into process of adoption of management and strategic decisions shows good result – 98%.

Questioning of students showed that 92.1% are completely satisfied with the level of availability and responsiveness of the management of college.

EEC notes that in educational an institution according to this standard special attention is paid to the following positions:

- the organization of technical and professional education provides compliance of the

structure of the development strategy of the TPE organization;

- the organization of technical and professional education provides existence of documents on an organization structure and management of the TPE organization;
- existence of a system of informing and feedback coupling;
- control of educational process is exercised through management of separate educational programs;

- existence of information systems and databases, use of the Internet for informing, existence of the portal and/or the Internet of the website;

- openness and availability of heads and administration for students, teachers, parents (blogs on the website of the organization of education, official reception hours on private matters, e-mail communication, etc.).

For the purpose of further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- at documentation of the main processes of activity of college to observe taking into account the interests of stakeholders;

- update a quality management system for the purpose of preparation for external certification according to the strategic plan;

- provide introduction of units of the signer to the staff list of college, for work with students with special educational needs.

EEC notes that the institutional profile of college according to this standard contains 8 strong positions, 11 - satisfactory and 2 positions demand improvement.

### **6.3 Educational programs standard**

Realization the educational program is directed to formation of basic and professional competences of experts of the corresponding qualification and also meeting requirements of employers. The maintenance of EP and the decisions made by the management in relation to OP are carried out according to strategic documents of college.

- The law of the Republic of Kazakhstan of July 27, 2007 No. 319-III "About education" (with changes and additions as of 28.12.2017);

- MES RK order of August 18, 2009 No. 388 "About the approval of methodical recommendations about development of the state obligatory standards, educational programs, standard training programs of all-professional and special disciplines and professional practice on specialties of technical and professional education"; - MES RK order of December 21, 2007 No. 644 "Standard rules of activity methodical (educational and methodical, scientific and methodical) council";

- MES RK order of October 24, 2007 No. 506 "About the approval of Standard rules of activity of a faculty meeting of the organizations of technical and professional education, postsecondary education" ( for 12.12.2015);

- Qualifier of specialties TPE;

- The list of professions and specialties on terms of training and education levels for TPE approved by MES RK order No. 65 of January 22, 2016;

- Resolution of the government of RK No. 499 of May 17, 2013 "About the approval of Standard rules of activity of the organizations of the corresponding types, including Standard rules of the organizations of education, carry out additional educational programs for children";

- The order of the Minister of Education and Science of RK of June 18, 2012 No. 281 "About the approval of Rules of assessment of level of professional readiness and assignment of qualification by professions (specialties) of the technical and serving work";

- Order of the Minister of Education and Science of RK of March 18, 2008 No. 125 "About the approval of Standard rules of carrying out the current control of progress, intermediate and final assessment of students";

- Order of the Minister of Education and Science of RK of April 27, 2017 No. 196 "About the approval of Standard curricula and standard training programs on specialties of technical and professional education";

- Standard rules of activity of TPE, etc.

The college carries out preparation on 6 specialties on OP developed according to the State obligatory standards of formation of the Republic of Kazakhstan (SESE-1080), standard curricula (MES RK order of January 22, 2016 No. 72) on the basis of requirements of professional standards. Modular programs in 0508000 "Catering services" are developed on the basis of the standard curriculum updated by "Kәсіпқор" Holding (appendix 34 to MAUN RK'S order of October 31, 2017 No. 553).

EP are updated each academic year taking into account opinions of employers, the graduates of college who achieved professional success. EP are focused on development of professional skills of future experts conforming to qualification requirements of SESE and also on satisfaction of requirements of labor market and personal needs of students. Teachers and employers take part in processes of updating of EP of college. The developed EP are considered at meetings of in detail cyclic commission and are approved on methodical council.

Since 2017 in college the updated curricula and programs developed in 2016 on the basis of modular and competence-based approach on specialties technical and professional education «Kasipkor» holding according to the Order Department of education of the Akmola region for No. 196 of 27.04.2017 in the specialty take root: 0508000 "Catering services" with qualifications 050801 2 Cooks, 050802 2 Confectioner, 050804 2 Waiter, 050806 3 Technologist – the manager.

In 2017-2018 according to new educational programs two groups (CS-22, MS-29) in number of 52 people studied, in 2018-2019 academic year 2 more educational groups (CS-10 with a state language of training, TM-12) in number of 50 people are gathered.

Content and volume of all EP is defined by the standard curriculum and standard training programs. Permanent social partners – Z.K "Kaldybayeva F.K. participated in development and implementation of programs of new generation (modular training) of construction and technical college No. 1." West East" cafe in the person of the director Kusain G. Қ., Z.K "Rodionov D.A." The Irish pub "Adress" in the person of the director Rodionov D. and., ZhK "Renkas V. A.", "Sushi Town" in the person of the director Renkas V. A. EP are considered at DCC meetings, at meetings with participation of social partners that is recorded in protocols of meetings.

Since 2014 in "Catering services" training of specialists in a state language is conducted. 275 people are during this time let out. On this specialty annual planned reception on a budget basis is carried out. Today three groups study at a state language in number of 79 students.

Annual monitoring on enrollment of students shows increase in number of graduates of schools with a state language of training that respectively leads to growth of the entrants wishing to study at a state language. In the strategic development plan for college one of the directions is increase in number of groups with Kazakh of training in a specialty "Construction and operation of buildings and constructions".

The structure of EP is developed rather flexibly which reacts to the labor market changes concerning both technologies, and the organization of work.

When forming maintenance of EP the college considers requirements of the state obligatory standard of technical and professional education, standard curricula and standard training programs of specialties.

Components for preparation for professional activity and also the components developing key competences, intellectual and academic skills, critical thinking are available all EP.

When developing EP requirements for realization of the tasks sounded in the Message of the Head of state on acquisition of three languages are considered: Kazakh, Russian and English.

Studying of languages is at the first year carried out on the basis of SESE. On a third year disciplines "Professional Kazakh (Russian) language", "A professional foreign language" are studied. On specialties "Construction and Operation of Buildings and Constructions", "Electric and Electromechanical Equipment", "Welding Business", "Service and Repair of the Telecommunication Equipment and Household Appliances" the discipline "Office-work in a state language" is studied.

On disciplines "Kazakh" and "The Kazakh literature" 156 hours on 1-2 courses are allotted. In groups with training Kazakh - 60% of total amount are allotted on studying of the Kazakh literature and 40% - on studying of Kazakh, and in groups with training Russian – 60% for studying

of Kazakh and 40% - on studying of the Kazakh literature.

Process of determination of content, volume, logic of interrelation of subject matters and also in service training and professional practice on formation of basic and professional competences of graduates of PE is formed taking into account the requirement and the recommendations of employers.

For ensuring the logical sequence of courses of disciplines and compliance of subject matters to level of training, to the offered results of training working curricula are developed. The principle of creation of PE is based, first of all, on logic and the sequence of studying of disciplines.

Terms of holding a work practice are established taking into account needs of employers and the schedule of educational process.

All making PE are directed to formation at studying professional competence, skills and blocks of knowledge. Development of the professional competence studying represents one of main objectives of PE. This purpose is defining when developing contents and technology of training included in PE of disciplines. These disciplines are directed to profound studying of a subject taking into account achievements and problems of modern science

The new CS based on modular and competence-based approach in 0508000 "Catering services" developed by the updated curriculum of "Kasipkor Holding" provides the list of the general education disciplines (in number of 1448 hours) studied at the first year. A result of training is intermediate certification for objects of a general education cycle: Kazakh and literature, mathematics, the history of Kazakhstan, chemistry in a summer session. Also enter WC: basic module "Development and Improvement of Physical Qualities" (2-4 course), professional modules: on qualification "Cook" - 4 modules, on qualification "Confectioner" of-5 modules, on qualification "Waiter" - 5 modules and also the modules determined by the organization of education to each professional module. On qualification "The service manager" - 5 modules and the module determined by the organization of education. After studying of each module by students the final assessment with assignment of working qualification is given. On the termination of a course in students the diploma with assignment of working qualifications and qualifications of the expert of the average level is issued.

Since 2011 in college inclusive training is introduced. The order of department of education of the Akmola region for No. 271 of 20.10.2016 construction and technical college No. 1, Kokshetau was defined by the resource center for development, approbation and implementation of technologies and techniques of training of persons with special educational needs – for the TPE organizations of a technical, industrial and technological profile which builds the work according to the Provision on the resource center and the Program of development, in which definite purposes and problems of development of the center, the main directions, terms and stages of realization.

During this time the college trained 85 students with special educational needs. From them 70 people - hard of hearing persons, 15 people - disabled people on other diseases.

For training of students with especially educational needs for college the educational office and 2 workshops are equipped: a workshop for woodcarvers, a workshop for production of products from wool and leather, showroom.

At transfer in college of the person with EEN, disabled people of the I-II group, disabled from childhood provide the original document, the health confirming limited opportunities or disability. At the same time degree and the nature of a hearing impairment, time of emergence of relative deafness or deafness, specific features of the student and a condition of its development before entrance in the college are considered. The database of students with EEN forms the coordinator of the resource center social teacher Pishukova T.I.

On the basis of the working training program on each discipline are developed the planned thematic schedule. The code, names of specialty with the indication of a semester and number of hours which are taken away on theoretical training and laboratory occupations, an examination is specified in PTS. The planned results of training are specified in each EP.

For realization of EP various forms of education are provided (lectures, practical, laboratory, excursions, the presentations, etc.); carrying out professional practician, final assessment (passing

complex examination in the specialty, protection of the thesis).

Modern pedagogical innovations are connected with application of interactive methods of training which are based on the principles of interaction, of creative activity of students, a support on group experience, obligatory constructive feedback and contribute to the development of the collaborative environment of training. These competences will promote successful adaptation of graduates of college in the conditions of the changing world and realization of a mission of college promotes.

Teachers use various forms and methods of training in educational process: brainstorming, the presentations, discussions, a case-study, work in small groups, a method of critical thinking, a quiz, business and role-playing games and many other things.

In EP it agrees approved working curriculum disciplines on semester and forms of control are specified: intermediate certification, final assessment.

Intermediate certification for general education disciplines provides holding examinations: on the Kazakh (Russian) language, on literature, on the history of Kazakhstan, on mathematics, on physics, in chemistry at the choice of college.

For assessment of level of training of the student on completion of development of the professional educational program the final assessment is held.

The final assessment of students of college includes:

- certification of students;
- assessment of level of professional readiness and assignment of qualification assessment of level of professional readiness pedagogical shots.

Certification of students in college is carried out for the purpose of determination of level of development of OP by students following the results of a full course of training.

Form of a final assessment of students in college, time for its carrying out are specified in working curriculum.

The main criterion of end of EP is qualification assignment. The qualification appropriated after full studying of EP has to correspond to skill level of the National frame of qualification. Assignment of qualification assessment of level of professional readiness pedagogical shots is carried out on the basis of MES RK Order of June 18, 2012 No. 281 "About the approval of Rules of assessment of level of professional readiness and assignment of qualification by professions (specialties) of the technical and serving work".

The organization and carrying out final examination assessment for specialties are carried out according to MES RK order No. 125 of 18.03.2008.

Results of FEA and assignment of qualification assessment of level of professional readiness pedagogical shots are considered at meetings of a methodical and faculty meeting where management decisions are made.

Upon termination of the term of training and the solution of FEA and assignment of qualification assessment of level of professional readiness pedagogical shots, to graduates diplomas of the established sample with assignment of qualification on compliance of licensed activity, registration and issue of diplomas in compliance of the order of MES RK No. 502 of 23.10.2007 are issued.

In 2017-2018 academic year the number of the graduates who gained the diploma "with honors" that confirms implementation of the Strategic plan of college for 2017-2021 according to the Mission of college (in 2015-16 academic year – 17 excellent students on the general contingent of 576 people, in 2016-2017 – 24 excellent students on the general contingent 563 persons, in 2017-2018 – 45 excellent students on the general contingent 624 persons) increased by 4.3%.

The college in the activity at realization of EP is guided by the Plan of strategic development of college for 2017-2021 where the following priority directions are allocated:

development of educational, methodical and educational work of college;

- improvement of practical training with application of elements of dual training;
- training in new educational programs, based on modular and competence-based approach;
- improvement of a system of inclusive education;
- improvement of work of college on the basis of modern methods of management of the



organization and carrying out analyses from the management;

- increase in level of professionalism of engineering and pedagogical shots
- strengthening of personnel capacity of college;
- improvement of innovative technologies of training with use of technical means;
- equipment of educational workshops, laboratories and offices of special disciplines modern

equipment;

Much attention is paid by college when developing EP to development of social personal competences of students which are most demanded in modern labor market. To them, it agrees surveys of employers conducted by us, the following characteristics belong: computer skills, knowledge of modern technologies, knowledge of branch specifics, ability to expect a problem, communicativeness, professional and ethical responsibility, desire of professional improvement, knowledge of civil acts, foreign language skills.

The list of the disciplines specified in EP for students happens by means of the schedule on each semester. All subject matters which have to be studied on each separate course with the indication of time and the venue are specified in the schedule. The class timetable are formed on each group on changes with instructions Full name of the teacher and classroom fund. The lesson schedule is available to students on the website of college.

When developing EP and ensuring their quality in college the leading role is played by teachers of special disciplines. For realization of EP teachers systematize the content of discipline taking into account achievements of science, the equipment and production, improve methodical providing, increase efficiency and quality of knowledge on the basis of use of interactive methods and innovative technologies of training.

Teachers of college effectively use the active methods of training directed to involvement of students to independent cognitive activity, attract personal interest in the solution of any informative tasks, create possibilities of application by students of the gained knowledge in practice.

In the course of dialogue communicative abilities, ability to solve problems collectively, ability to reason develop, during dialogue identification of the leader can be observed, the speech of students develops.

As a result of development of EP the student has to have the basic and professional competences corresponding to skill levels.

The college imposes certain requirements to teachers of development of working training programs and educational and methodical complexes, there are "A provision on the working training program", "The provision on an educational and methodical complex". The working program and Calendar thematic planning, test tasks and examination cards entering into structure of (EMC) educational methodical complex are developed by PS and approved as the deputy director on study.

The quantity of (EMC) educational methodical complex corresponds to amount of the planned disciplines.

For development of EP in college educational offices, educational laboratories, workshops are equipped.

All equipment installed in laboratories create an opportunity the student to receive initial skills on specialties. As required for equipment of laboratory teachers of college submit applications for acquisition of raw materials, materials and the equipment for performance of laboratory works .

Resources for realization of EP are described in Standard 7 "Resources: Material and information".

For assessment of level of training of students on completion of mastering of the professional educational program the final assessment in the form of protection of degree projects (in "Arts and crafts and national crafts") and complex examination in disciplines is held.

For holding a final assessment the structure of the total certifying commission (TCC) on each EP is approved. Chairmen of total certifying commission are heads, leading experts of the enterprise.

In 2017-2018 academic year by order of about admission of March 25, 2018 it was allowed to passing state exams 191 persons, the percent of quality of passing a final assessment was 80%.

All meetings final certifying commission are made out by protocols, is individual on each graduate in compliance MES RK Order No. 502 of 23.10.2007.

On the basis of the joint order of the Minister of Labour and Social Protection of the population of the Republic of Kazakhstan of September 24, 2012 No. 373 and MES RK of September 28, 2012 No. 444 "About the statement of the National frame of qualification" according to skill level, by results of the final protocol, the order "About Assignment of Qualification and Issue of Diplomas" is issued. The diploma of the state sample with the application is given by the student who completed training in the educational program for specialties of college.

At a faculty meeting the report of the chairman of certifying commission is heard, notes and wishes are considered.

Following the results of carrying out FCC all members of the commission gave positive reviews and appreciation on levels of readiness of graduates.

Different methods are applied to objective assessment of knowledge of students in college. The order of monitoring procedure of knowledge of students is defined at a meeting of a faculty meeting. Questions for control of knowledge of students are considered at a meeting In detail cyclic komisiya are approved at a meeting of methodical council of college.

For assessment of knowledge of students digital - the mark scale consisting of three types of control – current, intermediate and final is used. The current control is exercised in the form of an examination, skills of students by means of different forms of control:

- it is oral poll
- examinations
- test tasks.

Reception of intermediate, current and total control of knowledge of students is carried out on the schedule which is in advance made and brought to students and members of the commission.

The period of intermediate certification of students in college is called as examinations which serve as a form of assessment of educational achievements of students for the academic period, the gained theoretical knowledge and their practical application.

In college "The provision on estimation" which is approved at a meeting of methodical council is drafted.

**In college much attention is paid to formation of bases of business activity.** For this purpose from 2015 academic year the discipline of "A business basis" on a third year on all specialties is optionally entered (in number of 20 hours, from 2018-19 academic years of-36 h). Training courses are conducted by "The Zhiger" center within the Road Map of Business of 2020 and Road Map of Employment of 2020 program. These courses are taught in coordination with NPP Atameken and UO of the Akmola region for promoting and microcredit and increase in number of the small individual enterprises. Today 360 graduates of college received certificates of «The Zhiger" center.

DEDO (discipline the educations determined by the organization) is planned in curricula on OP for profound studying of separate subjects, disciplines (Lighting calculation), also for training of students concerning ALPR assessment of level of professional readiness. DEDO contain the subjects which are not specified in is SC and WC (Standard curriculum and Working curriculum) which are defined with opinions of employers.

The college created conditions for obtaining information on EP. Are for this purpose prepared by teachers - subject teachers presentation materials, abstracts, methodical instructions on performance of LW and test materials for control of knowledge. All above-stated materials are available to students on the website of college.

Consultations on EP are held by the teacher – the subject teacher of the corresponding discipline. The student receives answers in due time depending on specifics of a question.

For the students having admissions due to illness or on the basis of letters, teachers-subject teachers give individual classes.

Admissions of occupations of students are controlled by curators of groups, the deputy director for Industrial practice work IPW, S (Study).

For carrying out the appeal by results of examinations (a final and intermediate assessment) the order of the principal creates the appeal commission. The structure of the appeal commission is formed from among experienced teachers, in compliance of a profile of disciplines which is approved by the principal on the basis of the decision of the Faculty meeting.

By results of examination training, has the right to submit the application to the appeal commission which works in process of receipt the application from students.

Within 2017-2018 academic years on the appeal statements were not that demonstrates objectivity of estimation of knowledge of students.

OP in college is carried out on the basis of the normative and constituent documents allowing a message training of specialists in compliance of SESE and SC. The college is equipped sufficient material technical with base and potential of teachers for realization of EP.

Thus, with confidence it is possible to note:

1. The contents of educational programs conform to the state obligatory standards of education and provide preparation of the programs studying according to the name;
2. The list and contents of educational programs for objects of an obligatory component are public, and elective courses reflect innovations and requirements of employers.
3. The analysis of a technique and content of training is systematically carried out, the appropriate measures on increase in learning efficiency are taken.
4. The efficiency of implementation of educational programs is established through the analysis of results of a final assessment and employment of graduates on specialties.
5. The interests of employers, labor market are considered when developing educational programs.

EEC notes that in educational institution according to this standard special attention is paid to the following positions:

- the organization of technical and professional education determines the content, volume, logic of studying of subject matters;
- the organization of technical and professional education shows influence of disciplines on formation at the studying basic and professional competences, skills and blocks of knowledge;
- the organization of technical and professional education shows logic of drawing up curricula and programs of training;
- the list and content of disciplines are available to students. Disciplines take up all topical issues more exhaustively;
- the educational equipment and software used for development of educational programs are similar applied in the relevant industries and meet safety requirements at operation;
- the organization of technical and professional education provides objectivity of assessment of knowledge and degree of formation of basic and professional competences of students, transparency and adequacy of tools and mechanisms of their assessment;

the management of EP provides availability to students of the greatest possible number of the structured, organized information on disciplines: for example, presentation materials, abstract of lectures, obligatory and additional literature, practical tasks etc.

For further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- to increase a share of practitioners and to define a share of the special disciplines read by them for increase in level of quality of educational programs;
- to systematize work on implementation of innovative technologies in educational process;

For further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- to continue involvement of employers to development, management and the analysis of relevance of EP with use of innovative technologies of training;
- to systematize work on updating of contents and the analysis of efficiency of changes of educational programs.

EEC notes that the institutional profile of college according to this standard contains 6 strong

positions, 8 - satisfactory and 2 positions demand improvement.

#### **6.4. "Pedagogical Collective and Efficiency of Teaching" standard**

The teachers (further T) of college are the main resource of educational activity. The personnel policy of college answers strategic objectives, policy and is implemented according to the acts, internal normative documents establishing accurate, transparent fair processes of hiring, a condition of employment and increase in their qualification according to the Strategic development plan for Construction and technical college No. 1 (further the Strategic plan of college) for 2017-2021.

T is formed proceeding from the needs for effective realization of EP and also proceeding from the total amount of an academic load on one regular teacher and the contingent of students.

The quantitative and qualitative structure of T decides by standard indicators of ratios of shares of regular teachers to their total number on qualification categories and ranks in compliance of the Order of the Minister of Education and Science of Republic of Kazakhstan No. 391 of June 17, 2015 "About the approval of the qualification requirements imposed to educational activity and the list of the documents confirming compliance to them" (on changes of 11.03.2016).

Selection and placement of personnel is made according to normative documents according to procedures of human resource management.

The personnel policy of educational institution answers strategic objectives and is implemented according to acts, internal normative documents which establish transparent processes of employment, a condition of employment and increase in their qualification according to the Strategic development plan for Construction and technical college No. 1, Kokshetau for 2017-2021.

Each of components of personnel policy is regulated by the corresponding set of rules and instructions: duty regulations, employment of teachers of college it is carried out according to the Labor code of the Republic of Kazakhstan.

The main requirements at selection of the candidate for a vacant post are education on a necessary profile, the professional standard and also compliance to qualification requirements. The competence of personnel at employment is established on the basis of documents on the got education, preparation, skills and experience (the diploma, the certificate, employment records) and also an interview with heads of structural divisions.

Employment, execution of the employment contract, reduction, dismissal, application of disciplinary punishments is carried out in compliance by the Labor Code of the Republic of Kazakhstan of November 23, 2015. Execution of service records and formation of personal records of workers and teachers of college is assigned to HR department. Service records are made out according to the Order of the Minister of health and social development of the Republic of Kazakhstan "About the statement of a form, Rules of maintaining and storage of service records" No. 929 of November 30, 2015. Personal records of staff of college are stored in human resources department.

Duty regulations of workers are made according to the Order of the Minister of Education and Science of the Republic of Kazakhstan No. 338 of July 13, 2009 "About the statement of Standard qualification characteristics of positions of pedagogical workers and the persons equated to them".

Employment in college is carried out according to the Labor code of RK. At reception of the employee the main requirements are basic education on a necessary profile, the professional standard, compliance to qualification requirements. Reception is carried out on a competitive basis by studying of the summary and an interview in compliance of the staff list approved by Department of education of the Akmola region for the beginning of calendar year. With workers the individual employment contract is concluded.

The system of individual encouragement of engineering and pedagogical workers promotes increase in their professional motivation. It is connected with awarding, rendering financial support, the announcement of gratitude, etc. For example, in 2017 by the Independence Day the cash bonus is issued to all collective from 30-50% of an official salary. For the reporting period to engineering and

pedagogical workers it is thanked officially - 41, financial support - 46 people is rendered, for special achievements the college practices promotion on rewarding.

In 2017-2018 academic year 3 employees of college were awarded with the breastplate "For excellent teaching" Republican council for public awards and ranks (the master of p/o Kusainova B.M., teachers Dyusenova G. O., Umarov A.E.). In 2015 in the run-up to the 75 anniversary of TPE the master of p/o Ibragimova I.V. was awarded with the medal "For a Contribution to Development of Technical and Professional Education in the Republic of Kazakhstan". In 2014 the teacher organizer of BMT (basic military training) Kudabayev of Zh.M. The republican public united "Veterans of Armed forces" awarded with a medal "the general S. K. Nurmagambetov", in 2017 the sign "Homeland" the Republican public association "Homeland", Dyusenova G. O. a medal "For good work in trade-union committee", Omarova S.Zh. - the breastplate of Y. Altynsarın.

In construction and technical college No. 1 there is a system of the disciplinary punishments connected with violation of the rules of the internal schedule, Code of honor of the teacher, duty regulations. It collectings in the form of a remark, a reprimand, a strict reprimand which have temporality and dismissals. The trade-union committee of college helps with control of execution and maintenance of standards of professional ethics of teaching staff of college.

Average annual pedagogical load of pedagogical employees is established by college independently according to the Education act of Article 52, proceeding from the total amount of hours according to WC and the established staff of the International Party of Russia, according to the Resolution of the government of the Republic of Kazakhstan of January 30, 2008 N 77 On the statement of standard states of employees of the state organizations of education and the list of positions of pedagogical workers and the persons equated to them within annual norm of working hours, is approved as the director and coordinated by Department of education of the Akmola region. Compensation is made according to the resolution of the government of the Republic of Kazakhstan ot31.12.2015g. No. 1193.

Personnel potential of teachers of college conforms to qualification requirements of licensing of educational activity and guarantees that teachers have professional knowledge and own modern techniques of teaching, necessary abilities and experience for effective transfer of knowledge by the student during educational process.

The college has stable highly skilled teachers and realizes the personnel policy directed to system increase in qualification potential of employees. Share of teachers of the highest and first category of qualification requirements not less than 30%. An indicator teaching staff of college of the highest and first category from among regular teachers in 2015-2016 of %, in 2016-2017 academic year – 58.4%, in 2017-2018%.

In comparison with 2015-2016 academic years the share of teachers of the highest and first category increased by 14% that confirms implementation of item 3.4. Strategic plan of college for 2017-2021.

Professional development of teachers is carried out according to the annual plan of work of college and individual plans of work of teachers.

Pedagogical activity of the teacher of college includes the following types of works: educational (planning and performance of pedagogical loading); educational and methodical (development of EMC, methodical developments, work on self-education); research (printing editions, master theses); educational (work of the curator); organizational (professional development, manager. office); professional orientation.

The principles of official differentiation are underlain in the mechanism of formation of pedagogical load of teachers according to the Law "About Education" of Article 52 of item 7.1.

Individual plans of works of pedagogical staff are formed in the approved form for one academic year and are considered at DCC meeting, are approved as the principal before new academic year.

The teacher reflects the organizational moment, methodical work, educational work, professional development in the individual plan (visit of seminars, coaching, master classes, trainings, conferences, etc.), increase in pedagogical skill, qualitatively keep necessary

documentation, correctly and in due time fill out individual plans and reports on performance of all of the types of loading provided in the plan, reports on performance of pedagogical loading are provided monthly (Form-2). On the basis of these data of DCC semi-annual and annual reports on performance of pedagogical loading are formed.

The assessment of professional competence of engineering and pedagogical workers is carried out by certification passing once in five years according to "Rules of carrying out and conditions of certification of civil servants in the sphere of science and education and also preschool, primary, main secondary, general secondary education, general education training programs of technical and professional, postsecondary education, in the organizations of education implementing educational programs of the rule of carrying out and a condition of certification of pedagogical workers and the persons equated to them" (the order of the Minister of Education and Science of the Republic of Kazakhstan No. 83 of January 27, 2016, change Order No. 152 of April 12, 2018).

The order, conditions and frequency of carrying out certification of pedagogical workers in college is carried out according to Rules of carrying out and conditions of certification of pedagogical workers and the persons equated to them. Annually the order on college creates certifying commission which works on the approved plan.

Assessment of professional competence of engineering and pedagogical

At meetings of certifying commission such questions as are considered: acquaintance to rules of certification, the diagram of certification, the approval of the list certified the approval of the plan of work of certifying commission, creative reports of the teachers who are subject to certification. On the basis of final protocols of a meeting of certifying commission of college and regional certifying commission the department of education by results of certification is published the order on assignment stated or confirmation of the available category and the certificate of the set sample is issued. Current 2017-2018 academic year certifications of 13 engineering and pedagogical workers underwent the procedure.

For the purpose of security of educational programs with the educational and methodical complex of discipline (EMCD), educational and methodical materials, methodical developments teachers of college conduct work on the edition of educational, educational and methodical grants and development of didactic material.

Monitoring of quality of educational activity allows to reveal and eliminate in due time revealed discrepancies in formation of educational and methodical complexes of disciplines, quality of teaching and carrying out methodical work.

On the basis of monitoring within final reports offers and recommendations about the program of professional development of all collective and certain employees are formed, the drafts on modernization and automation of educational process used further when forming strategic plans and tasks are introduced.

In college professional development is carried out in different forms without separation from work (including on remote form of education), according to individual educational programs, with a separation from performance of functions in the place of work: advanced training courses; active participation of teachers in the planned actions of college, the city, area, republic; mutually visit of occupations of colleagues; mentoring; participation in methodical seminars, conferences, methodical exhibitions, pedagogical readings; participation in work of School of the young teacher.

Professional development includes the following organizational forms:

- short-term training (less than 72 hours) – courses, thematic, problem seminars, seminars trainings;
- medium-term training (from 72 to 100 hours);
- long training (over 100 hours).

Stable dynamics of professional development is observed:

2015-2016 academic year - 35 people from among total number of the EPW that makes 51%

2016-2017 academic year - 31 persons - 44, 9%

2017-2018 academic one or 32 years of 70 that makes 45.7%

For the reporting period (2017 - 2018 academic year) professional development there underwent 34 teachers, including courses passed – 27 (in the not commercial center of Professional Education joint-stock company) " Kasipkor Holding" – 2 persons, in "National Center Professional Development " Orleu" joint-stock company - 3 persons, within the international projects exit courses – 2 persons.

In 2017 training officers Hamzin R.K., Dautov A.B. passed the International training. On the subject "The Academic English for Teachers" were trained in Scotland, Glasgow - Hamzin R.K., in Singapore, Kuala Lumpur - Dautov A.A.

Upon termination of passing of professional development in the documents confirming training (certificates) are OK provided, and at meetings of DCC and the Faculty meeting the report is heard.

From 2015-2018 the total number of the employees from number teaching staff who underwent professional development and retraining on courses, the training seminars and other forms of professional development, made-71.4%.

In educational process teachers use innovative technologies of training, including on the basis of information and communicative technologies (it is information communicative technologies). The main directions of application of modern visualization tools and ICT is a demonstration of slide, multimedia audio-videos of materials on a theoretical and practical training.

Exchange of experience – one of the most important types of methodical work and an effective way of increase in level of methodical training of any teacher. Exchange of experience can be carried out through mutually visit of lessons.

Main objectives and problems of mutually visits are:

- exchange of experience of work between teachers;
- improvement of quality of teaching in college;
- approbation and introduction of innovative forms and methods of teaching;
- improvement of professional skill of teachers through preparation, the organization and carrying out lessons of mutually visits;

identification of the students having creative abilities, seeking for profound studying of a certain subject matter or educational area.

Last academic year the percent of mutually visits of lessons among teachers and training officers made - 72, 8%.

Mutually visit of lessons and other actions stimulates teachers on use of modern effective forms and methods in practice of the work.

One of forms of distribution of innovative experience are open lessons. Open lessons and educational actions — one of important forms of the organization of methodical work. At an open lesson the teacher shows, shows to colleagues the positive or innovative experiment, realization of the methodical idea, application of this or that methodical reception or a method of training. In this sense the open lesson for teachers of college is means of distribution of positive and innovative experience.

For the purpose of formation of positive motivation modern methods of training such as are effectively applied to study and to future professional activity by teachers of college on occupations: technology of critical thinking, problem training, design technology, health the preserving technologies, active forms and methods of work. As a result of application of active methods for students competences independently are formed to reveal problems in each case, to find solutions.

In college hard work is conducted, and purposeful actions for development of young teachers and formation of a talent pool are carried out.

For the purpose of creation of conditions for successful adaptation and educational and methodical maintenance of activity of young teachers, increase in their professional skill, disclosure of individual pedagogical abilities, formation of need for continuous self-development and self-improvement of young teachers in college "The school of the young teacher" which priority task is providing young teachers with bases of pedagogical knowledge, a technique of teaching, the organization of processes of training, age psychology of training and education works. On

occupations of SYT ("The school of the young teacher") questions are considered: pedagogics and psychology, a teaching technique, drawing up working programs, ensuring intersubject communications, methodical work of teachers, forms of activization of cognitive activity of students, forms and methods of studying of a new training material, control of knowledge, holding the Olympic Games, drawing up a portfolio, use of ICT in educational process.

The methodologist, chairmen of DCC hold group and individual consultations, visit lessons of young teachers, for the purpose of rendering the methodical help.

For the aid to young people and again accepted teachers mentoring work which is performed by the skilled engineering and pedagogical workers (Shevkun N.I., Gobzhilyan T.V., Ibragimova I.V., Ozimok N.I., Kuzmina N.A and others) owning the most effective forms and methods of training is organized.

Teachers of college take part in teaching and educational process, give open classes, participate in seminars, couchings, conferences, public and sports life of college.

For instilling of love to Kazakh and assimilation of its riches, the state language in the out-of-class actions devoted to the Teachers' Day "Thank you, Teachers widely takes root!", to Day of Older Persons "My years – my wealth", to Day of the First President of Kazakhstan "Together with the President for strong Kazakhstan", to the Independence Day of RK "My Homeland — My Kazakhstan", Day of a withdrawal of Soviet troops from Afghanistan "Live memory", on March 8 "We believe the international Women's Day that all women are beautiful", to the spring holiday "Nauryz", to Day of unity of the people of Kazakhstan "In unity force", to Day of armed forces of RK "Soldiers of RK", the Victory Day "Nothing is forgotten. Nobody is forgotten".

In college language decades within which quizzes, mass events in the Kazakh, Russian, English languages are held are annually spent, the famous public figures are invited. The teacher of history Sergazin B.G. and Yanenko T.V. tutors, by Kultanova R. N. carried out a round table "Spiritual modernization modernization of the nation", the teacher of history of Kazakhstan Kenzhibayeva A. S. carried out a round table of "The mystery of ancient excavation". Within a Decade of languages teachers of Kazakh and Dyusenova G.U., Hasenova D.K., Omarova A.Sh., Samuratova S.A. literature annually hold a competition of readers in a state language "the fate of language the fate of the country", competitions of compositions, the Olympic Games among students of not radical nationality. Within academic year the librarian of college Shaimerdenova Zh.K. makes out book exhibitions in the state and Russian languages.

Engineering– pedagogical employees of college are capable to carry out difficult activity systematically and at the high professional level in the most various conditions. The certificate to that is presence of 2 International experts of WSK in college. These are training officers Kusainova B.M. and Hamzin R.K., five national experts: Kusainova B.M., Hamzin R.K., Ibragimova I.V., Tumgoyeva V.N., Gobzhilyan T.V.

In recent years for teachers and masters of college special attention on development of communications (electronic corporate mail, the website of college, transfer of document flow to an electronic format) and also transparency is paid, to availability and predictability of actions of heads, collective nature of adoption of management decisions, democratic character and ethics in permission of the labor disputes.

Teachers of college can openly express the opinion and file petitions and offers to heads and administration concerning teaching and educational and organizational work of college. Reception of employees on personnel and other questions is carried out by the management of college without any restrictions, daily, during all working day.

Monitoring of quality of educational activity is carried out within the vnutrikolledzhny control coordinated on methodical council and approved by the principal of 30.08.16, questioning of students and on the basis of the rating system of tracking of activity of teachers within academic year.

By results of monitoring and rating assessment of teachers of college, an assessment of quality of studies which are analyzed and discussed at meetings of DCC and the Faculty meeting is given.

For obtaining information on a condition of educational process and quality of pedagogical



activity of teachers and training officers questioning "The teacher eyes of students" is carried out.

Results of questioning are discussed at meetings at the director, at small teachers' meetings, DCC meetings. It allows to allocate safe and problem sites in the training process of college and to introduce the corresponding amendments in work on education quality management.

Interaction with social partners as one of conditions of employment of graduates of construction and technical college No. 1, Kokshetau as heads of the enterprises, the engineer, the chef, chiefs of sites take part in development of educational programs for all specialties, for example at a meeting of the round table which is carried out annually with employers, representatives of cable television made recommendations of entering into Working Programs of the subject "Optical Fibre" and "Optical Networks" for qualification of 050201 2 Radio mechanics about repair and service of the radio-electronic equipment (radio - TV, audio-, video).

Teachers of college conduct educational work according to the plan of the curator of educational group. The main direction of educational work of college is education of the Kazakhstan patriotism and civic consciousness which provides formation of the patriot and citizen capable to live in new democratic society develops at each student of pride and responsibility in relation to the Homeland, the political system, state policy, the state ideology. These are the curator hours devoted to RK Constitution day, Day of the First President, festive programs by RK Independence Day, the Victory Day the events held within the "spiritual heritage" program.

Formation of spiritual and moral and ethical principles of the personality, her orientation to universal and national values, respect for native and state languages, the culture of the Kazakh people, ethnos and ethnic groups of the Republic of Kazakhstan are reflected in college in the actions devoted to celebration of Day of languages of the Republic of Kazakhstan, Day of elderly people, the Teachers' Day in the carried-out actions within the "Eternal country" project, festivals and competitions in knowledge of symbols of the Republic of Kazakhstan, a state language, culture and traditions of the Kazakh people.

Development of ecological culture of students of college passes through their participation in community work days, in various actions of gardening and improvement of the territory of educational institution, the city, in the movement "Green Country". One of important aspects of formation of the conscious relation to professional self-determination of students is labor education on occupations of technical circles, excursions to the enterprises, meetings with mentors, social partners, competitions of professional skill.

Section work, debate club, project works, activity serve formation of intellectual opportunities, leadership skills and endowments of students in the youth association "Youth", elective courses in objects.

The effectiveness of public work of teachers is confirmed by the letters of thanks, diplomas, prizes confirming the image of college contributing to the development of corporate culture and corporate spirit.

The corporate culture of staff of college is based on such cultural wealth as commitment to democratic ideals, professional competence, high responsibility, tolerance in relation to representatives of other culture.

In general, the analysis of activity of teachers of college confirms aspiration of collective to improvement of high-quality development of college.

At the same time, experts note need of development of the system of stimulation and encouragement of the teachers generalizing the experience at the regional level, placing publications in the media introducing innovative technologies in educational process.

And also need of increase in number of the teachers and training officers directed to a training and professional development including and abroad.

The questioning of pedagogical staff which is carried out during ECC IARA visit showed that the management completely provides a possibility of use of own innovations in the course of training; teachers are satisfied with feedback level with the management (98%). At the same time also partial dissatisfaction (9.8%) of teachers with the level of stimulation and involvement of young specialists to educational process is noted; how the management and administration of college

perceives criticism in the address.

ECC notes that in educational an institution according to this standard special attention is paid to the following positions:

- the pedagogical collective conforms to qualification requirements and specifics of the educational program;
- management of EP is performed by staff recruitment on the basis of the analysis of requirements of educational programs;
- working load of the teacher includes different types of activity;
- the pedagogical staff of college takes part in life of society.

For further development and improvement of activities of college for implementation of the accredited educational programs of ECC IARA recommends:

- to increase the level of studying of English of the International Party of Russia of college;
- to improve methodical work with the purpose of improvement of quality of teaching, development of research activity, systematization of activities for professional development and training of teachers at the enterprises.

ECC notes that the institutional profile of college according to this standard contains 6 strong positions, a 6-satisfactory and 1 position demand improvement.

### **6.5. Students standard**

The academic policy of CTC "Construction and Technical College No. 1, Kokshetau" of department of education of the Akmola region is aimed at providing requirements of various categories of the students obtaining education to the state educational order. Formation of the contingent is carried out according to the Law of RK "About Education", Standard rules of activity of the organizations of technical and professional education by the Resolution of the government of RK No. 499 of May 17, 2013, Orders of the Minister of Education and Science of RK of 20.01.2015 No. 19 "About the approval of Translation rules and recovery of students on types of the organization of education" (with changes and additions of 05.10.2015), "About the approval of Rules of granting the academic holidays of students in the organizations of education" of 04.12.2014 No. 506.

The contingent of college is formed on the basis of the state order by participation in a competition in placement of the state educational order. Formation of the contingent is carried out due to reception of students through an interview to groups which study according to programs for working qualifications. Arriving take entrance examinations in two objects for educational programs of the increased skill level: mathematics and languages (Kazakh and Russian).

Formation of the contingent is carried out on the basis of applications of employers.

Students are provided with food according to the Order of 07.08.2017 to MES RK No. 396.

Professional orientation work is carried out through educational exhibitions, the presentations of the achievements at school on class hours, PTA meetings of the city of Kokshetau and schools of the Akmola region, through distribution of booklets about specialties and conditions of reception, Open Days, especially during the regional WSK championship, on the website of college (pt0003.kokshetau.akmoedu.kz), through network communities, through social networks, through graduates of college, through network community of graduates (<https://vk.com/club173220924>). Set of students within Productive employment on training in specialties is made: 0508000 "Catering services" (050801 2 Cooks, 050802 2 Confectioner), 0413000 Arts and crafts and national crafts (041312 2 Manufacturer of art products from leather and wool) 155 students.

The college gives to all categories to students an opportunity of receiving quality education, irrespective of the residence, a material status, educational opportunities and the state of health. In educational institution the persons having special educational needs (hard of hearing persons) study.

Таблица 9

№	Academic years of reception by inclusive education	Speciality	Period of training	Number of the accepted students	Finished educational institution	Are employed
5.	2015-2016	Arts and crafts and national crafts	2 years 10 months	11	11	-
6.	2016-2017	Arts and crafts and national crafts	2 years 10 months	15	-	-
7.	2017-2018	Arts and crafts and national crafts	2 years 10 months	11	-	-
<b>Total:</b>				<b>37</b>	<b>11</b>	<b>10</b>
<b>IN TOTAL study at present:</b>				<b>40</b>		

For 2017-2018 academic year in college 30 groups on day form of education with Russian and Kazakh of training are created (3 groups with a state language).

The organization of training is established according to the approved "Provision on educational activity of CTC No. 1, Kokshetau": an order of registration of the studies studying for visit; carrying out intermediate and total control; organization of passing by students of all types of practice; estimation of knowledge of students, translation rules, restoration, assignment from among students, a final assessment

Analyzing reception of entrants in college for the last 3 years shows a steady trend of demand of training in college. In comparison with previous years reception increased by 11 - 12% respectively.

At enrollment of students from other colleges the teaching department is guided by Translation rules and recovery of the students on types of the organization approved by MES RK order of 20.01.2015 No. 19. Compliance of hours with the working curriculum of college is considered, a request with the list of the documents necessary for submission to college addressed to the director of educational institution is sent. Expel of students is carried out on the basis of their statement at own will, moving to other country or area, violation of the Charter of college, poor progress. Upon termination of each semester the deputy director for industrial practice work reports at the Faculty meeting on the movement of the contingent.

In college the Plan of measures on safety of the contingent approved by the principal and brought to engineering and pedagogical workers at a working meeting is developed

Academic year begins and comes to an end according to the schedule of educational process. Not less than two times within full academic year for students are established vacation lasting no more than 11 weeks a year, including during the winter period – not less than 2 weeks. The lesson schedule is formed according to the schedule of educational process and working curricula. The schedule of teaching and educational process and the schedule of studies are approved by the principal. The accounting of study is carried out by maintaining log-books of theoretical and in service training and sheets of accounting of implementation of training programs in class periods.

The system of estimates operating in college is based on Standard rules of carrying out the

current control of progress, an intermediate and final assessment of students in the organizations of technical and professional, postsecondary education, approved as MES RK No. 125 of 18.03.2008, developed according to Subparagraph 19 of Article 5 of the Law "About Education". The intermediate and final assessment on general education and special disciplines is held according to training programs in the following forms: orally, under tickets, in the form of electronic and written testing. Upon termination of an educational semester the analysis of quality of progress is carried out.

For holding a final assessment of students the order of the head of the organization of education creates certifying commission on each specialty according to item 24 "Standard rules of carrying out the current control of progress, an intermediate and final assessment of students in the organizations technical and professional, after secondary education", approved by the Order of the Minister of Education and Science of the Republic of Kazakhstan of March 18, 2008 No. 125. Experienced specialists and heads of productions of the corresponding profile are assigned chairmen of final certifying commission. The order on the structure of Final certifying commission is issued. The structure of certifying commission is created for 65% from among specialists of the enterprises, 35% of heads of divisions and teachers of special disciplines. Following the results of work chairmen of Final certifying commission hand over the report in the form of protocols of examinations.

Contrastive analysis of a final examination assessment of students for 3 years shows that compared with 2015-2016 academic year the quality level of knowledge increased by 3.5% in 2017-2018 academic year.

Over the entire period of training of the student in college there is its social and psychological adaptation to conditions of training, accommodation, a daily routine, etc. In these and many other relations first-year students are the most vulnerable. All departments of educational service of college participate: council for prevention of offenses, psychological service, committee on affairs of youth, Board of trustees, student council of the hostel. For the purpose of studying of personal qualities of students diagnostics is conducted: specific features and tendencies, potential in the course of training and education, professional self-determination are defined and also the reasons and mechanisms of disturbances in training, development, social adaptation are established. Students of new set in all groups of the first course participate in the entrance questioning reflecting a social status, the main hobbies and the interests of students. The special part in the course of adaptation is assigned to service of information. The administration of college created the website in which pages all taking place events of student's life are reflected.

The main direction of educational work of college is education of the Kazakhstan patriotism and civic consciousness which provides formation of the patriot and citizen capable to live in new democratic society develops at each student of pride and responsibility in relation to the Homeland, the political system, state policy, the state ideology

Family education, education of parents, increase in their psychology and pedagogical competence and responsibility for education of children is carried out by such bodies of college as the Board of trustees, parental committee, a PTA meeting. 2 times in academic year in educational institution colleges PTA meetings which purpose to acquaint parents with educational and educational activity of college are held. Curators of groups are in a continuous communication with parents of students.

Formation of spiritual and moral and ethical principles of the personality, her orientation to universal and national values, respect for native and state languages, the culture of the Kazakh people, ethnos and ethnic groups of the Republic of Kazakhstan are reflected in college in the actions devoted to celebration of Day of languages of the Republic of Kazakhstan, Day of elderly people, the Teachers' Day in the carried-out actions within the "eternal homeland" project, festivals and competitions in knowledge of symbols of the Republic of Kazakhstan, a state language, culture and traditions of the Kazakh people.

Development of ecological culture of students of college passes through their participation in community work days, in various actions of gardening and improvement of the territory of educational institution, the city, in movement "green country". One of important aspects of formation

of the conscious relation to professional self-determination of students is labor education on occupations of technical circles, excursions to the enterprises, meetings with mentors, social partners, competitions of professional skill. Section work, a debate club, project works, activity serve formation of intellectual opportunities, leadership skills and endowments of students in the youth association "youth", elective courses in objects.

In college scheduled maintenance on promotion of a healthy lifestyle, prevention of offenses, drug addiction and other addictions is carried out. For students of college courses of preventive lectures by specialists of the center of the analysis and development of the interfaith relations, the center a healthy lifestyle, the center a syndrome of the acquired immune deficiency, management on fight against drug trafficking department of internal affairs of the Akmola region, inspectors of department of juvenile police of Kokshetau, a meeting with representatives of the youth resource center, with a youth wing "The young country" are conducted. First of all, we try to keep all the best that traditionally existed in college for many years. All actions are links in a chain of process of creation of the personal focused educational and educational environment. Students of college are actively included in activity of student's collective, in college actions, in actions of the city, area owing to the abilities. But we try to leave nobody indifferent. Much attention in college is paid to involvement of students in exercises and sport, to awareness of need of a healthy lifestyle. It is implemented through occupations in sports sections, participation in various sports competitions, tournaments, sports contests, the Olympic Games. For students circles, sports sections on volleyball, basketball, five-a-side, tennis, board games work. Important aspect of educational work, including on adaptation, – encouragement and stimulation. In college the creative activity of students, teams, student councils and everything, participating in life of college is encouraged.

For increase in the status of working professions and increase in their prestige students of college take active part in the competitions World Skills Kazakhstan. The project plays a huge role in formation of competitiveness of young specialists.

"Construction – technical college No. 1", Kokshetau successfully participates in nine competences:

- "Cook business";
- "Painting, decorative works";
- "Joiner's business";
- "Facing by a tile";
- "Dry construction and plaster works";
- "Bricklaying";
- "Restaurant service";
- "Welding business";
- "Confectionery business".

For example, in 2017-2018 academic year students of college won in the Regional competition WSK 4 first place, the 5-second and 2 of the third.

The student in the specialty 1401000 "Construction and operation of buildings and constructions" Bobylova Anna in 2017 participated in the International World Skills championship in Abu Dhabi on competence "Painting, Decorative Works". Anna's mentor is the training officer Kusainova B.M. In 2018 she is honored to represent Kazakhstan on EURO Skills in Budapest (Hungary). The social partner, Levchenko I.Yu. Astana accompanied with Mas design studio LLP on the basis of which training works were carried out the student on a competition. Students with special educational needs take active part in the International, Republican, regional Delphic games on sign singing, Greco-Roman wrestling. Mukhamedkali's students the place Bauyrzhan-1 the XIII National Delphic games, Kuatov Asylkhan – the 4th place in the Sign Singing XIII nomination National Delphic games.

Students of college in 0508000 "Catering services" won first place in the first International gastronomic competition "Nomad food" in Burabaye. At a competition the Memorandum of cooperation between college and Association of culinary specialists of Azerbaijan was signed. For fixing of results of theoretical training, fixing of practical skills and competences, development of

innovative technologies students undergo professional practice throughout all term of training, according to MES RK'S order No. 107 from 29 01.2016. Professional practice is defined according to working training programs and working curricula on educational (fact-finding), production (technological) and pre degree. Each type of professional practice has the purposes, tasks and the program proceeding from which, the relevant base the practitioner is defined. As base for carrying out professional practice of students the college defines the organizations which activity corresponds to a profile of training of specialists and requirements of the educational program, i.e. the enterprise on which there are qualified personnel and material and technical resources.

For passing of professional practice by the principal the order in which he appoints the head of practice according to the approved schedule of educational process is issued. The contract on carrying out practice with the indication of its look, passing term is signed with the organization defined as professional practice, it consists in one month prior to practice. During passing of professional practice students work on the mode of the enterprise according to the Labor Code of RK. Before practical training the adjusting conference where each student receives the package of documents consisting of the tripartite contract, the direction, the diary of practice, the plan of practical training is held the personnel safety notification is held. The preliminary conference on drawing up and execution of the report on practice is held. Following the results of each type of professional practice students make the report. Results of protection of reports of in service training and professional practice in educational institution are estimated on 5 to a ball scale

Professional practice takes place according to the approved schedule of educational process.

During passing of professional practice students work on the mode of the enterprise, institution for age according to the Labor Code of RK. For reached 18-year age academic week load can make 40 hours.

The program the practitioner is periodically updated with the additional recommendations of employers and their coordination. It reflects the innovative technologies applied on base the practitioner in the real mode. In time practical training students can ask all arising questions the deputy director for industrial practice work, the senior master, training officers of college who regularly control practical training conditions. Carrying out professional practice takes place at the basic enterprises of the Akmola region and city of Kokshetau. Tripartite contracts for practical training are signed with 161 enterprises. The number of the tripartite contracts signed with the enterprises of the city of Kokshetau is 123, with the enterprises of the Akmola region - 38. From total number of practice of 70% are paid by employers.

Recently the positive trend of growth of employment of graduates is observed already at distribution to a work practice that makes about about 50% of employment. Also structural divisions of college promote employment of graduates through the organization of meetings of students with representatives of the relevant institutions and the enterprises on the basis of college and at the enterprises of the city.

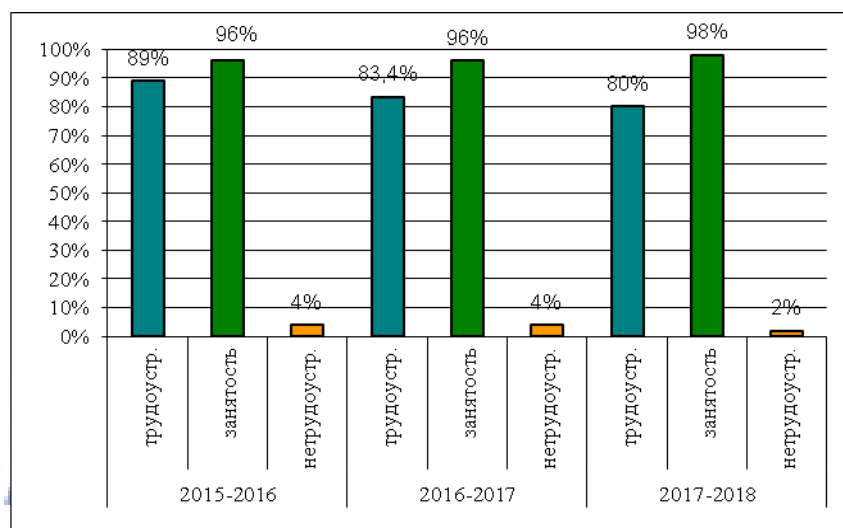
The analysis of employment of graduates of college for 3 years (2015-2018), it is possible to observe the changing positive trajectory.

For adoption of career decisions in college is trained to bases of business activity, recommended by Chamber of businessmen of the Akmola region, with issue of certificates. Training the teacher of the university of Sh. Ualikhanov Utegenov E.K. and also Council of business women of Chamber of businessmen of the Akmola region under the chairmanship of Kusain conducts G. K., organizes meetings with businessmen which share experience of creation of business. The educational institution attracts graduates who reached career development to partnership when developing educational programs to the leadership in practice, assistance in employment. For example:

- the graduate of 2000 Mikhaylenko N.P., the chef of WEST EAS cafe repeatedly held master classes in "Catering services" in Chinese cuisine;
- graduate Savin M.Yu., the director of individual entrepreneur "Prestizh" on the basis of the enterprise held a master class in repair of plastic windows;
- the graduate of 1999 Kudryavtsev I.V., the chef of "Bulvar" restaurant held a master class

## "Modern giving of drinks"

Employment of graduates is carried out through an integrated approach and close interaction of heads of practice, social partners, the senior master, the deputy director for industrial practice work and directly the principal. The board of trustees of construction and technical college No. 1, Kokshetau also promotes employment of graduates. In college "The association of graduates of college" functions.



One of important activities of college is studying of the market of demand, needs of employers. Results of monitoring on satisfaction of employers have positive dynamics.

Monitoring researches of quality of collaboration of college with employers are annually conducted. The purpose of monitoring researches is definition of satisfaction of employers with level of training of students and graduates of college to professional activity on production, a contribution of employers to formation of professional competence of students and graduates.

Monitoring researches were conducted during the period from 2015 to 2018. Results of questioning of employers the satisfaction with employment and practical training of top-level graduates is reflected.

Assessment of personal characteristics and potential of the young employee serves as one of the major selection criteria. Therefore when training the student, it is necessary to form not only base of professional knowledge, but also base of the relevant personal competences demanded in labor market.

In 2016-2017 academic year there were recommendations from employers to activate participation of college at employment of graduates. During the following questioning college having taken into consideration remarks and the recommendations of employers, increased the level of participation of college in a employment of graduates.

Results of sociological polls are considered within carrying out internal monitoring, in turn results of monitoring are submitted for discussions and influence adoption of management decisions and the warning actions of possible problems of students.

Positive assessment by employers about quality of training of graduates of college and also about readiness for further interaction is one from priority the direction on growth of competitiveness of educational services according to the developed strategy, a mission and ensuring training of the highly qualified specialists of an average link capable to satisfy needs of employers.

According to the Students standard it is possible to note that, in general work with students is conducted at the good methodical and practical level. There is a system of effective teaching disciplines and monitoring of satisfaction of trainees.

The questioning of students which is carried out during EEC IARA visit showed that:

- 88.8% are completely satisfied with explanation before receipt of rules and the strategy of the

educational program (specialty);

- 88.8% are completely satisfied with the level of execution of these rules and the strategy of the educational program (specialty);

- 78.8% are completely satisfied with the academic loading / to requirements to the student,

- 85% are completely satisfied with timeliness of estimation of students;

- 86.1% are completely satisfied with speed of response to feedback from teachers concerning educational process;

- 82.5% are completely satisfied with providing with equal opportunities for all students.

EEC notes that in educational an institution according to this standard special attention is paid to the following positions:

- the organization of technical and professional education provides an opportunity to students of passing of inservice training and professional practice on specialty/qualification and carries out monitoring of satisfaction of students, heads of the enterprises – places the practician and employers.

For further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- to raise a role of student government, youth policy in teaching and educational work of college;

- to expand the actions allowing to increase language and communicative skills of students;

EEC notes that the institutional profile of college according to this standard contains the 4th strong position, 3 – satisfactory and 1 demands improvement.

#### **6.6. Finance standard**

Financial strategy is a component of the Strategic plan of CTC of "Construction and technical college No. 1, Kokshetau" for 2015-2018 in which the Mission, tasks and the purposes are reflected.

Planning of financial and economic activity of college is carried out according to regulatory requirements. Financial and economic activity is implemented according to annually approved funding plan in a section of the programs which are carried out within the state order and on extra budgetary funds. The college steadily implements the approved plans for the corresponding financial year. The budget of college is planned according to rules of drawing up and submission of the budgetary application for one calendar year according to the contingent for the beginning of the planned year, and it is approved as administrators of the budgetary programs (department of education).

When developing financial plans is guided by the law of the Republic of Kazakhstan "About Education", resolutions of the government of RK on the approval of the state educational order for training of specialists with technical and professional education, MES RK'S orders.

Sources of financing is financing within implementation of the state order, income from rendering the paid educational services which are not contradicting the legislation of the Republic of Kazakhstan.

Budget implementation is carried out within the arriving income. Expenses initiate within the requirement and activities of college.

Distribution of financial resources is made according to the approved plans developed on the basis of the carried-out analysis on activities of college and also on the basis of limits, norms and standards, proceeding from requirement and existence of material resources in the specified directions.

Control of distribution of financial resources is in competence of the head of college. Responsibility behind observance of target expenditure of means is set to financial and economic service of college on a daily basis within their competence

The division realizing financial activity of college are financial and economic service (accounts department). The financial and economic service plans economic indicators of activity of college, prepares and controls tariffing and the staff list. Employees of division develop and provides the plan of financial -economic activity of college, standard estimates of expenses on separate divisions are formed, collecting and the analysis of information on a condition of the budget is carried out. Also conducting operations on accounting of means of college, for representation to the



external organizations of reports and references is carried out, tax transfers are carried out, budget implementation of college is controlled.

Budgetary funds are allocated for execution of a mission and the purposes of college and development of material and technical resources, for creation of conditions for improvement of quality of educational process.

The most important direction of state regulation of revenues of college is the state order and target budgetary financing.

Regarding state regulation of expenses of the TIPO educational institutions for any college including CTC "Construction and Technical College No. 1, City of Kokshetau", departments of education of the Akmola region are established:

- 1) high requirements to the qualification level of teachers;
- 2) requirements to the areas, their size counting on 1 student;
- 3) the standards on a number of hours of a classroom and out-of-class academic load differentiated on forms of education and specialties;
- 4) norms on library stock – to quantity of educational literature counting on one student in each studied subject.

The listed requirements have significant effect on expenses of college and cause their big financial loading which becomes covered from means of the local budget for the state educational order. Partially expenses are made at the expense of non-budgetary sources of income.

The system of financing of college is based on the principles of efficiency, effectiveness, priority, transparency, responsibility, differentiation and independence of all levels of budgets.

Instruments of financial management:

1. Budget planning and an individual funding plan on payments.
  - 1.1 Planning, the analysis, accounting of expenses are assigned to the service of accounting and the reporting headed by the chief accountant of college.
  - 1.2 It is approved as the principal on the basis of normative documents, annually.
  - 1.3 The reporting under budget implementation – monthly before management of education.
4. Rational use of means at all levels of management, responsibility of heads of all levels for results of the activity in financial expression.

Accounting and management of finance of college refers to the Law RK of February 28, 2007 No. 234-III "About accounting and financial statements" (with changes and additions as of 28.12.2016).

Management of finance is a component of the general control system of social and economic processes.

Financing of expenses of college is carried out at the expense of the means received for implementation of the state order, paid educational services and realization of services of industrial practice workshops.

In a total amount income from implementation of the state order is the largest specific weight. 96% of income fall to the share of the state order.

The stable trend of increase in revenues of college is observed that first of all is explained by increase in the contingent of students. In revenue breakdown results from primary activity prevail, and the share of income from non basic activity makes an insignificant part and makes 4%.

In college attention is also paid to material stimulation and social support of students. Except a grant expenses on food are paid to students. Orphan children, children, without parental support and children from category "large family" and "needy family" belong to such category. Also during school hours to students payment of compensation on travel privilege during winter and summer vacation is made.

The privilege for free accommodation in the hostel and training at a free basis is provided to orphan children.

For the last three years it is planned and growth of revenues of the budget is observed. Distribution of financial means in college is carried out according to the approved estimate of expenses the current year. The estimate of expenses considers the main directions of development of

college, provided in development strategies, the gathered contingent of students and is formed on the basis of the approved financial standards.

Account part of the budget includes costs of performance of work and rendering services which is grouped according to their economic contents in the following elements: labor costs; social assignments from the salary; utilities; expenses on maintenance; expenses on replenishment of book fund and educational and methodical literature; expenses on service org. equipment and other high-difficult equipment and other.

In general distribution and use of financial resources provides performance of primary activity of college.

Dynamics of the amount of financing of college in a section of types of activity for the last 3 years are specified and has a positive trend.

The college according to the Charter of educational institution, with the legislation of the Republic of Kazakhstan and the approved rules of conducting accounting carries out the accounting of results of the activity. At the scheduled time submits financial statements to department of education of the Akmola region, tax and statistical authorities and bears responsibility for its reliability.

For providing the conditions for full implementation set plans in college constant control and monitoring of management of financial resources on the basis of the system of disclosure of information is exercised:

- formation of the analytical reporting on financial and economic activity of college;
- report on execution of plans of financial and economic activity.

The mechanism of the organization of external financial control in CTC "Construction and technical college No. 1, the city of Kokshetau" is regulated by the legislation of the Republic of Kazakhstan. Inspection bodies are SI "Audit commission" on the Akmola region, the Ministry of Finance represented by RSI "Department of Internal State Audit on the Akmola Region".

Today processing of documents and registration registers is carried out by means of the computer program "1-C Enterprise" version 8.0 which allows to store, fill up and obtain information on activity of the organization in one information base: charge of the salary, a grant, food, mutual settlements with employees and students, mutual settlements with suppliers and customers, account and the movement of assets and inventory holdings.

Within the last three years systematic increase in expenses on updating and expansion of material, educational and laboratory resources is observed. This category includes maintenance of a soft roof of an educational complex, maintenance of educational laboratory of catering services, maintenance of a heating system of workshops, the academic building, and on improvement of the sports ground, acquisition of the laboratory equipment, replenishment of library stock and other.

Financing of educational activity of college has positive dynamics.

The policy in the area compensation is a basis of welfare of workers of CTC "Construction and technical college No. 1, the city of Kokshetau" and considerably depends on it overall performance as the salary is one of the major incentives in rational use of labor.

By the resolution of the government of the Republic of Kazakhstan it is established that the system of compensation of employees of public institutions and state enterprises is the time system of compensation. The time system of payment includes compensation on a basis:

- the register of positions of employees of public institutions and state enterprises determined by the Government of the Republic of Kazakhstan;
- the coefficients applied to a basic official salary for calculation of salaries (rates) of employees of public institutions and state enterprises;
- payments of surcharges, extra charges and compensations.

The college seeks for step-by-step increase in the salary on all categories of employees. So, the basic salary is formed proceeding from an experience and pedagogical load of the teacher, according to the staff list and the tariff list. The salary is paid regularly. There are no wage arrears.

In college awards following the results of a year are also provided.

Annually in the total costs of college the share of the funds allocated for compensation increases.

For 2014-2018 the insignificant growth of the average salary of employees of college is observed. In general on college the amount of the average salary increased by 7.8%.

Expenditure of financial means on purchase of goods, works and services is made on the basis of the approved plans which implementation participate: administrative part, financial and economic service (accounts department). So, expenditure of funds for payment of the salary is made on the basis of the approved staff list and orders on staff with participation of Financial and economic service.

Level of efficiency of use of financial resources in college is estimated according to reporting data. Reporting data show what the funds allocated from the republican and local budget for the state educational order accustoms completely. The analysis of financial and economic activity of college allows to draw a conclusion on efficiency of use of financial resources of college. The revenues of college for these years are executed. All income gained by college goes only for educational activity. The expenses provided by an individual funding plan are financed.

Conducting business and tax accounting of financial transactions of college is carried out by the Chief accountant and financial and economic service of college.

Budget implementation control, the monthly plan-fact the analysis is carried out by the chief accountant. The reporting is provided in department of education of the Akmolá region

Experts noted that the analysis of financial activity of college demonstrates that the financial condition of college is steadily stable and promotes further development of college. Results of financial and economic activity visually confirm that every year financial stability grows that gives the chance to strengthen material and technical resources, to raise the salary and also to use other forms of encouragement and financial support of collective and students.

EEC notes that in educational institution according to this standard special attention is paid to the following positions:

- the organization of technical and professional education shows coherence of the development strategy and management of financial flows in college;
- the organization of technical and professional education shows existence of the formalized policy of financial management: report on cash flow, report on changes in equity;
- provides transparency of distribution of the budget and its efficiency.

For further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- to continue work on strengthening of material and technical resources for ensuring educational process, to extension of the list of the carried-out laboratory works, including employers, virtual taking into account inquiries;
- to consider the possibility of expansion of forms of off-budget (commercial) activity.

### **6.7. Standard "Resources: material and information"**

The mission of college, the purpose and task answer the material, intellectual resources which are available in college, requirements of constantly changing world.

For the organization of educational process the college has own three-storyed building with a total area of 13648 sq.m, the design capacity of the educational building is 463 student places. In the academic building there are 21 office, the gym, the area of the gym-289.8 of sq.m, the playground in the territory of the hostel. Assembly hall, with a total area of 279.7 sq.m. on 240 seats.

In the academic building there is a dining room on 120 seats, with a total area of 443.6 sq.m. The menu is formed diets sister on the basis of sanitary requirements epidemiological rules and norms for No. 611 of 16.08.2017.

In the building there is an industrial practice complex with a total area of 1563.7 sq.m workshops: stone works, finishers, electro-gas welding and metalwork works, on production of products from leather and wool, on production of products from a tree, joiner's works, catering services, on service and repair of the telecommunication equipment, construction electricians on lighting and lighting networks, laboratory: catering services, construction and operation of buildings and constructions and on service and repair of the telecommunication equipment. Total 9 workshops

and three laboratories equipped with the modern equipment for carrying out high-quality practical works.

For accommodation of nonresident students there is a hostel with modern infrastructure on 307 places, with a total area of 5845 sq.m. In the hostel there is a section equipped especially for children with special educational needs. Also in the hostel there is a shower, in sections hot water. In the academic building, the hostel the call button, the elevator for students with especially limited requirements is installed. On the first floor there is a gym.

The medical office which is reflected in structure of college functions. The medical office carries out the activity according to the State license. It is located in the dormitory on the first floor, has a quadrature of 36.31 sq.m. The office is equipped with the necessary medical equipment. Also there is an insulator. The purchase of necessary drugs is made via the portal of government procurement. In college the library, the reading room functions. The fund of specialized literature makes 27256 copies, the general fund 48276, literature in the state language - 5182 copies. The book fund is completed taking into account contents of educational programs. For the last three years for acquisition modern educational, educational and methodical literature allocated 6901210 ml. the t, in general acquired 6056 textbooks of literature on special disciplines, 3450 textbooks of a general education cycle, from them 1700 textbooks in a state language.

For ensuring safety of material and technical resources and observance of a disciplinary order in college the centralized system of video surveillance is installed. In the academic building 35 cameras, in the hostel - 16 are mounted. Acquisition of 35 cameras is planned in the current year. The educational administrative building, the hostel, library are provided with means of telephone communication.

For 2015-2018 the material and social base of college is upgraded due to acquisition of the equipment, educational furniture, the multimedia and interactive equipment, sports equipment, running repair of the academic building, the hostel, replacement of heating systems in workshops and the academic building. 49.0606 tenge are selected for maintenance of infrastructure of college for 2015-2018.

In college there are 2 computer offices. They are equipped with computers, there is a connection to the Internet. The local area network providing access is created.

The college has the official Website ([pt0003.kokshetau.akmoedu.kz](http://pt0003.kokshetau.akmoedu.kz)) which represents educational institution on the wide area network the Internet, promotes forming of image of college, provides information environment for entrants, students, employers, graduates, employees of college, provides openness and availability of information to the public.

The website is used as the tool for improvement of educational activity. Information on the educational programs implemented by college is also posted in social networks.

According to the standard of public service "Providing a free power supply to separate categories of citizens and also" for No. 396 of 07.08.2017 the students studying within the state order are provided to the persons which are under guardianship", guardianship and patronage, to students and pupils of the organizations technical and professional after secondary and higher education with free hot meals. Within implementation of "The program of productive employment and mass business for 2017-2021" a free power supply provided 245 students.

Material resources of specialized offices are presented by the computer equipment, interactive boards, multimedia projectors, the multiple copying equipment, the educational and laboratory and production equipment, sports equipment, educational furniture. In recent years the material and social base of college is constantly updated by the necessary equipment in workshops, educational and office furniture, sports equipment, improvement of medical care, restoration of facades of buildings, routine maintenance and overhaul repairs of academic buildings and hostels. In 2015-2016 the condition of material and technical resources of college considerably improved. Financial means were allocated for acquisition of partially computer equipment, tools for workshops and the sports equipment.

In 2015 maintenance of a soft roof of an educational complex for the sum of 9856.0 thousand tenges was made. In 2017 funds for acquisition of the equipment for laboratory of catering services for the sum of 9656.5 thousand tenges are allocated. In 2017 financial means are allocated for maintenance of educational laboratory of catering services for the sum of 1902.0 thousand tenges. And also funds for maintenance of a heating system of workshops for the sum of 9206.4 thousand tenges are allocated. In 2018 were acquired for equipment of material and technical resources and updating of the equipment of college: musical and sports equipment, partially furniture, tools and computer equipment.

Financial means are allocated:

- on maintenance of a heating system of the academic building for the sum of 14091.7 thousand tenges;

- on improvement of the sports ground in the territory of college for the sum of 4348.0 thousand tenges.

At the beginning of 2017 the equipment worth about 10 million tenges the workshop in "Catering services" is completely equipped modern. Same year bought the equipment in a workshop of "Decoratively applied art": the fret cutting machine, the drilling machine, a plane electric, the engraver with mini-adjustments, a pipe F-shaped, five welding machines for the workshop "Welding Business", are acquired the equipment for a workshop of radio mechanics: electrosoldering irons - 12 pieces, an instrumental suitcase of-1 piece, power supplies – 4 pieces, an oscillograph – 3 pieces, the 3D printer - 1 piece, the soldering station of-1 piece, a multimeter - 12 pieces, rugs - 12 pieces, tables of the radio mechanic of-12 pieces.

The educational material resources of college are supported at rather high level, meet sanitary and hygienic standards, requirements of a fire-prevention safety to qualification requirements of licensed activity for educational programs

Distribution of financial resources and forming of tangible assets is conducted proceeding from expediency of development of activity of college and need of observance of financial standards. On average for 2015-2018 in costs breakdown on development of material resources (acquisition of fixed assets) 2.8%, are the share of development of educational and laboratory base (book fund, the laboratory equipment, acquisition of the computer equipment) – 11.7%, information base – 0.2%.

Annually the administration of college analyzes sentences of staff of college in requirement of the computer equipment, multiplying equipment, access the Internet, file data storage. This analysis on requirement of the information equipment and in technical parameters is sent to the deputy director for industrial practice work, after consideration of the request there is a purchase of the required equipment. Then this equipment on the created plan from requests comes to college for carrying out educational process.

For fuller ensuring educational process are completed on electronic media of development of teachers and staff of college: EMCD, articles, books, manuals placed on hard drives.

For the last three years the steady trend on use of ICT in educational process by teachers of college is observed.

Level of security of educational process of TMT with an using of the it is information-communication technologies (ICT) allows to diversify educational process and to increase quality of training.

The manual of college regularly carries out monitoring of development of material resources and continues to conduct work on implementation new information technologies in educational process.

For improvement of resource base, holding annual sociological polls of students regarding their satisfaction with the level of material and information security of educational process practices. Results of questioning demonstrate the broad involvement of the computer, language, multimedia, laboratory equipment into implementation of educational programs and high satisfaction of students with intensity of use of technical means of training.

The college seeks to improve the environment of training of students by means of regular replenishment, expansion and strengthening of material base.

Experts noted what in college for ensuring efficiency of educational activity of teachers, success of educational work of students and psychological comfort of all participants of educational process, is created, remains, the educational material resources rationally are used and develops and information technologies according to the development strategy and a mission take root into educational process. The analysis and a complex of actions for improvement a condition of material and technical resources is annually carried out. The material support, information and library resources involved in training process completely conform to the qualification requirements imposed when licensing educational activity of TPE. The library stock educational literature is regularly replenished with textbooks and manuals in the Kazakh and Russian languages. This approach promotes improvement of quality of teaching and training of high quality experts.

Results of questioning of students, EEC IARA which is carried out during the visit, showed that 87.5% are completely satisfied that on how many the library is well equipped and has rather good collection of books, 86.3% are completely satisfied that on how many equipment and the equipment for students are safe, comfortable and modern, 83.8% of respondents completely satisfied with support by training materials in the course of training.

EEC notes that in educational institution according to this standard special attention is paid to the following positions:

- the organization of technical and professional education shows compliance of infrastructure to specifics of its activity. Audiences, laboratories, the computer equipment and other rooms conform to modern requirements;
- existence in the organization of technical and professional education of necessary quantity of computer classes, reading rooms, multimedia, language and methodical laboratories, number of seats in them;
- existence in the organization of technical and professional education of book fund, including fund of educational and methodical literature on paper and electronic media, periodicals in a section of languages of training;

For further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- when carrying out the system analysis within definition of degree of relevance of the available laboratory equipment and equipment of educational workshops on the accredited OP to expand a circle of the attracted social partners.
- to continue replenishment of library stock by specialized educational, educational and methodical and scientific literature in the state, English languages, as on paper, electronic media, and due to developments of the International Party of Russia of college,
- to continue work on regular updating of web of the website of college, including concerning technological support of students and pedagogical collective according to specifics of educational programs, the academic availability of consultations and also professional orientations of students, including to the hostel.

EEC notes that in educational institution according to this standard special attention is paid to the following positions:

- the organization of technical and professional education shows compliance of infrastructure to specifics of its activity. Audiences, laboratories, the computer equipment and other rooms conform to modern requirements;
- existence in the organization of technical and professional education of necessary quantity of computer classes, reading rooms, multimedia, language and methodical laboratories, number of seats in them;
- existence in the organization of technical and professional education of book fund, including fund of educational and methodical literature on paper and electronic media, periodicals in a section of languages of training;

For further development and improvement of activities of college for implementation of the accredited educational programs of EEC IARA recommends:

- when carrying out the system analysis within definition of degree of relevance of the

available laboratory equipment and equipment of educational workshops on the accredited EP to expand a circle of the attracted social partners.

- to continue replenishment of library stock by specialized educational, educational and methodical and scientific literature in the state, English languages, as on paper, electronic media, and due to developments of the EPW of college,

- to continue work on regular updating of web of the website of college, including concerning technological support of students and pedagogical collective according to specifics of educational programs, the academic availability of consultations and also professional orientations of students, including to the hostel.

***EEC notes that the institutional profile of college according to this standard contains the 7th strong positions, 9 - satisfactory and 3 positions demands improvement.***

## **(I) THE REVIEW OF STRENGTHS / THE BEST PRACTICE ACCORDING TO EACH STANDARD**

### 1. "Vision, Mission and Strategy" standard

- the organization of technical and professional education shows development of a mission, vision and strategy on the basis of the analysis of real positioning of the organization of education and their orientation on satisfaction of needs of the state, interested persons and students;

- the organization of technical and professional education shows identity and uniqueness of a mission and strategy;

- the organization of technical and professional education shows transparency of processes of formation of a mission, vision, strategy;

- vision, a mission and the strategy of the organization of technical and professional education are coordinated among themselves.

### 2. Management and Management standard

- existence of documents on organizational structure and management of college;

- accurate definition responsible for business – processes;

- openness and availability of heads and administration for students, teachers and parents.

### 3. Educational programs standard

- existence effective functioning of a system of the individual help and consultation of students concerning educational process;

- existence of different types of activity which maintenance has to contributes to the development of professional competences of students taking into account their personal features.

### 4. "Teaching Collective and Efficiency of Teaching" standard

- working load of the teacher includes different types of activity;

- existence of mechanisms of stimulation of professional and personal development of teachers and workers;

- staff recruitment on the basis of the analysis of requirements of educational programs;

- participation of pedagogical collective in life of society.

### 5. Students standard

- an opportunity in the specialty and to carry out by the student of passing of a work practice monitoring of satisfaction of students, heads of the enterprises – places the practician and employers;

- existence functioning of a system of the feedback including expeditious submission of information on results of assessment of knowledge of students.

### 6. Finance standard

- existence of short-term and medium-term plans;

- transparency of planning of the annual budget of college;

- rational receptions of financial statements.

#### 7. Standard "Resources: material and information"

- compliance of infrastructure of activity of college,
- transparency of information of consideration of complaints.

### **(IV) REVIEW of the RECOMMENDATION ABOUT IMPROVEMENT of QUALITY (1-2 p)**

#### **6.1. "Vision, Mission and Strategy" standard**

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

#### **6.2. Management and Management standard**

- when documenting the main processes of activity of college to observe taking into account the interests of stakeholders;
- to update a quality management system for the purpose of preparation for external certification according to the strategic plan;
  - to provide introduction of units of the signer to the staff list of college, for work with students with special educational needs.

#### **6.3 Educational programs standard**

- to continue involvement of employers to development, management and the analysis of relevance of EP with use of innovative technologies of training;
- to systematize work on contents updating to the analysis of efficiency of changes of educational programs.

#### **6.4. "Pedagogical Collective and Efficiency of Teaching" standard**

- to increase the level of studying of English of the EPW of college;
- to improve methodical work with the purpose of improvement of quality of teaching, development of research activity, systematization of activities for professional development and training of teachers at the enterprises.

#### **6.5. Students standard**

- to raise a role of student government, youth policy in teaching and educational work of college;
- to expand the actions allowing to increase language and communicative skills of students;

#### **6.6. Finance standard**

- to continue work on strengthening of material and technical resources for ensuring educational process, to extension of the list of the carried-out laboratory works, including employers, virtual taking into account inquiries;
- to consider the possibility of expansion of forms of off-budget (commercial) activity.

#### **6.7. Standard "Resources: material and information"**

- when carrying out the system analysis within definition of degree of relevance of the available laboratory equipment and equipment of educational workshops on the accredited EP to expand a circle of the attracted social partners.



- to continue replenishment of library stock by specialized educational, educational and methodical and scientific literature in the state, English languages, as on paper, electronic media, and due to developments of the EPW of college,

- to continue work on regular updating the website of college, including concerning technological support of students and pedagogical collective according to specifics of educational programs, the academic availability and consultations and also professional orientations of students, including to the hostel.



#### **IV) REVIEW OF THE RECOMMENDATION ABOUT DEVELOPMENT OF THE ORGANIZATION OF EDUCATION**

For the purpose of realization of state policy of the Republic of Kazakhstan on development of the international cooperation in the field of education the management of KGU "Construction and Technical College No. 1, Kokshetau" of department of education of Akmolinsky area is recommended to develop and implement the program for development and expansion of the international cooperation with educational institutions of foreign countries in college.

For the purpose of implementation of the unique project initiated by the Head of the Republic of Kazakhstan – trinity of languages. To develop and implement in college the program for introduction of multilingualism training in the new model of education providing creation promoting formation of the graduate, competitive in the conditions of globalization, owning language culture.



## Appendix 1.

### Estimated table "PARAMETERS of the INSTITUTIONAL PROFILE"

#### Criteria of institutional accreditation

№ п/п	Evaluation criteria	Position of the organization of education			
		Strong	Satisfactory	assumes improvement	Non Satisfactory
<b>"Vision, Mission and Strategy" standard</b>					
1.	The organization of technical and professional education shows development of a mission, vision and strategy on the basis of the analysis of real positioning of the organization of education and their orientation on satisfaction of needs of the state, interested persons and students.		+		
2.	The organization of technical and professional education has to show identity and uniqueness of a mission and strategy.	+			
3.	The organization of technical and professional education has to provide adequacy of a mission, vision, strategy to the available resources (including financial, information, to personnel structure, material and technical resources), to requirements of labor market and educational policy of RK.	+			
4.	The organization of technical and professional education has to involve representatives of groups, interested persons, including students, teachers and employers in formation of a mission, vision, strategy.			+	
5.	The organization of technical and professional education shows transparency of processes of formation of a mission, vision, strategy.		+		
6.	The organization of technical and professional education provides knowledge of interested persons of the content of a mission and strategy and processes of their formation.			+	
7.	The organization of technical and professional education has to define mechanisms of formation and regular revision of a mission, vision, strategy and monitoring of their realization.	+			
8.	Vision, missions and strategy have to be coordinated among themselves.	+			
9.	The organization of technical and professional education carries out processes of strategic, tactical and operational planning and distribution of resources according to vision and a mission.		+		
10.	The organization of technical and professional education systematically collects, accumulates and analyzes information on the activity and carries out a self-assessment in all directions, on the		+		

	basis of development and deployment of processes of measurement, the analysis for assessment of success of realization of strategy of the TPE organization through such indicators as "effectiveness" and "efficiency".				
11.	On the basis of the strategy of the organization of technical and professional education has to develop the documents concretizing it on separate spheres of activity and processes		+		
	<b>Total:</b>	<b>4</b>	<b>5</b>	<b>2</b>	
<b>Management standard</b>					
12.	Has to include management of the TPE organization:				
12.1	Management of activity through processes		+		
12.2	mechanisms of planning, development and continuous improvement		+		
12.3	risk assessment and definitions of ways of decrease in these risks		+		
12.4	monitoring, including creation of processes of the reporting		+		
12.5	the analysis of the revealed discrepancies, realization of the actions developed adjusting and warning		+		
12.6	analysis of efficiency of changes		+		
12.7	assessment of effectiveness of efficiency of activity of divisions and their interaction	+			
13.	The TPE organization has to provide compliance of the structure of the development strategy of the TPE organization	+			
14.	The TPE organization has to provide existence of documents on organizational structure and management of the TPE organization	+			
15.	In the TPE organization all main business processes have to be documented			+	
16.	The TPE organization has to show accurate definition responsible for business processes, unambiguous distribution of functions of personnel, differentiation of functions of collegial bodies		+		
17.	The TPE organization has to provide existence of a system of informing and feedback		+		
18.	The TPE organization has to establish frequency, forms and methods of assessment of activity of collegial bodies and structural divisions, the top management		+		
19.	The TPE organization has to provide management of educational process through management of separate educational programs	+			
20.	The TPE organization has to show successful functioning of an internal system of ensuring quality of the TPE organization	+			
21.	Important factor is existence of the certified quality management system and its continuous improvement			+	
22.	Important factor is existence of information systems and databases, use of the Internet for informing, existence of the portal and/or the Internet of the website	+			
23.	Important factor is participation of representatives of interested persons (employers, teachers, students) as a part of collegial bodies of management	+			
24.	The TPE organization has to show mechanisms of resolution of conflicts of interests, the relations, by means of availability of information on observances/violations and existence of a system of feedback, consideration in governing bodies, effective activity of disciplinary bodies and a motivational system		+		
25.	The TPE organization has to provide measurement of degree of		+		

	satisfaction of needs of teachers, personnel and students and to show proofs of elimination of shortcomings, the found measurement process framework				
26.	The TPE organization should show proofs of openness and availability of heads and administration for students, teachers, parents, (blogs on the website of the organization of education, official reception hours on private matters, e-mail communication and др)	+			
	<b>Total:</b>	<b>8</b>	<b>11</b>	<b>2</b>	
<b>“Educational” programs standard</b>					
27.	The TPE organization has to produce the evidence of participation of pedagogical collective and employers development and management of educational programs, ensuring their quality		+		
28.	The TPE organization has to determine the content, volume, logic of studying of subject matters	+			
29.	The TPE organization has to show influence of disciplines on formation at students basic and professional to competence, skills and blocks of knowledge	+			
30.	The TPE organization has to show logic of drawing up curricula and programs of training	+			
31.	The list and content of disciplines have to be available to students. Disciplines have to take up its topical issues more exhaustively		+		
32.	It is necessary to provide different types of activity which maintenance has to contribute to the development of professional competences of students taking into account their personal features in structure of the educational program.		+		
33.	The TPE organization has to provide equal opportunities to students, including regardless of training language	+			
34.	Important factor is updating taking into account the interests of employers of the educational programs aimed at the development of professional skills		+		
35.	The educational equipment and software used for development of educational programs have to be similar applied in the relevant industries and meet safety requirements at operation		+		
36.	The TPE organization has to show efficiency of the regular analysis of sufficiency and the present, available educational programs of resources		+		
37.	The TPE organization has to attract practitioners to implementation of educational programs and define a share of the disciplines taught by them		+		
38.	The TPE organization has to provide objectivity of assessment of knowledge and degree of formation basic and professional students of competence, transparency and adequacy of tools and mechanisms of their assessment			+	
39.	The TPE organization has to provide the mechanism of internal assessment of quality and examination of educational programs and also feedback for their improvement		+		
40.	The TPE organization has to provide availability to students of the greatest possible number of the structured, organized information on disciplines: for example, presentation materials, abstract of a lecture, obligatory and additional literature, practical tasks, etc.	+			
41.	Important factor is introduction and efficiency of active methods of			+	

	training and innovative methods of teaching				
42.	The TPE organization has to provide existence and effective functioning of a system of the individual help and consultation of students concerning educational process	+			
	<b>Total:</b>	<b>6</b>	<b>8</b>	<b>2</b>	
<b>"Pedagogical Collective and Efficiency of Teaching" standard</b>					
43.	The TPE organization has to provide compliance of pedagogical collective to the qualified requirements and specifics of the educational program	+			
44.	The TPE organization has to show staff recruitment on the basis of the analysis of requirements of educational programs		+		
45.	The TPE organization has to show availability to the public of information about pedagogical collective	+			
46.	The TPE organization has to show respect for the principle of availability of the management and transparency of all personnel procedures			+	
47.	The TPE organization has to provide monitoring of activity of pedagogical collective, systematic assessment of competence of teachers, complex assessment of quality of teaching		+		
48.	Working load of the teacher has to include different types of activity	+			
49.	The TPE organization has to show proofs of performance by teachers of all types of the planned loading	+			
50.	The TPE organization has to show existence of a system of professional development, professional and personal development of pedagogical collective and administrative and managerial personnel	+			
51.	The TPE organization has to provide purposeful actions for development of young teachers and formation of a talent pool		+		
52.	The TPE organization has to provide monitoring of satisfaction of pedagogical collective		+		
53.	The TPE organization has to show the involvement of pedagogical collective into practical activities in the field of specialization	+			
54.	The TPE organization has to show IT competence of members of pedagogical collective, application of innovative methods and forms of education		+		
55.	Important factor is participation of pedagogical collective in life of society		+		
	<b>Total:</b>	<b>6</b>	<b>6</b>	<b>1</b>	
<b>"Students" standard</b>					
56.	The TPE organization has to show policy of formation of the contingent of students and transparency of its procedures		+		
57.	The TPE organization has to provide an opportunity to students of passing of in service training and professional practice on specialty/qualification and carry out monitoring of satisfaction of students, heads of the enterprises places of practice and employers	+			
58.	Important factor is the possibility of professional certification of students in the course of training	+			
59.	Important factor is existence of support of gifted students	+			
60.	The TPE organization has to apply the maximum number of efforts to providing graduates with employment and support of communication with graduates	+			
61.	Important factor is monitoring of employment and professional		+		

	activity of graduates				
62.	The TPE organization has to create the mechanism of monitoring of satisfaction of students with activity of the TPE organization		+		
63.	The TPE organization has to show functioning of a system of the feedback including expeditious submission of information on results of assessment of knowledge of students		+		
	<b>Total:</b>	<b>4</b>	<b>3</b>	<b>1</b>	
<b>“Finance” standard</b>					
64.	The TPE organization has to show consistency of the development strategy and management of financial flows in the TPE organization	+			
65.	The TPE organization has to show planning of the budget of the TPE organization, existence of short-term and medium-term plans		+		
66.	The TPE organization has to show existence of the formalized policy of financial management: report on cash flow, report on changes in equity	+			
67.	The TPE organization has to show existence of a system of internal audit and results of regular carrying out external, independent audit			+	
68.	The management of TPE has to prove financial stability and viability of the organization of education	+			
69.	In the TPE organization has to exist the mechanism of assessment of adequacy of financial security of different types of its activity		+		
70.	The TPE organization has to provide transparency of distribution of the budget and its efficiency	+			
71.	In the TPE organization there has to be an effective mechanism of financial statements		+		
	<b>Total:</b>	<b>4</b>	<b>3</b>	<b>1</b>	
<b>Standard "Resources: Material and Information"</b>					
72.	The TPE organization has to show compliance of infrastructure to specifics of its activity. Audiences, offices, laboratories, the communication and computer equipment and other rooms have to conform to modern requirements		+		
73.	The TPE organization has to carry out the assessment of dynamics of development of material resources and information support, efficiency of use of results of assessment for adjustment in planning and distribution of the budget	+			
74.	In the TPE organization a training environment which enters has to be created:				
74.1	Technological support of students and pedagogical collective compliance with programs (for example, online training, modeling in a class) and to intellectual requests (databases, programs of data analysis)		+		
74.2	the academic availability – students have access to the personified interactive resources (available also out of school hours time) and also a training material and to tasks, also provided a possibility of a trial self-assessment of knowledge of students through remote access to the portal (website) of the TPE organization			+	
74.3	The academic consultations – are available the personified interactive resources which help students to plan and carry out the academic programs			+	
74.4	Vocational guidance – students have access to the personified interactive resources assisting in the choice and achievement of		+		

	career ways				
74.5	the necessary number of the audiences equipped with modern technical means of training: educational laboratories, the modern educational and training grounds equipped with the modern equipment respective to the realized educational the program, sanitary and epidemiologic norms and requirements	+			
74.6	Necessary quantity of computer classes, reading rooms, multimedia, language and methodical laboratories, number of seats in them	+			
74.7	Book fund, that number fund of educational and methodical literature on paper and electronic media, periodicals in a section of languages of training		+		
74.8	Free access to educational Internet resources	+			
75.	The TPE organization has to define extent of implementation of information technologies in educational process, carry out monitoring of use and development of innovative technologies of training by members of pedagogical collective, including on the basis of ICT		+		
76.	The TPE organization has to show existence of the web resource reflecting a mission, the purposes and tasks of the TPE organization, efficiency of its use for improvement of activity of the organization of education		+		
76.1	Availability of adequate and objective information about pedagogical collective on the portal (website) of the TPE organization	+			
76.2	Transparency of information of consideration of complaints		+		
76.3	Placement on the portal (website) of the TPE organization of full objective information about activity of the organization	+			
76.4	Placement on the portal (website) of the TPE organization of external publications (quotes, references) about realization by the TPE organization of a mission, the purposes and tasks		+		
76.5	Use of information networks for informing the public and stake holders	+			
77.	Important factor is copyright compliance at placement of educational and methodical providing in open access			+	
78.	Important factor is creation of conditions for development and use of information and communication technologies by workers, pedagogical collective and student in educational process and activity of the TPE organization		+		
	<b>Total:</b>	<b>7</b>	<b>9</b>	<b>3</b>	
	<b>Total generally:</b>	<b>39</b>	<b>45</b>	<b>12</b>	