



«АККРЕДИТТЕУ ЖӘНЕ РЕЙТИНГТІҢ
ТӘУЕЛСІЗ АГЕНТТІГІ» КЕМ

НУ «НЕЗАВИСИМОЕ АГЕНТСТВО
АККРЕДИТАЦИИ И РЕЙТИНГА»

INDEPENDENT AGENCY FOR
ACCREDITATION AND RATING

REPORT

on the results of the external expert commission's activities on evaluation of compliance with standards of institutional accreditation of Interdent LLP Medical College in Almaty for the period from February 20 through February 22, 2018.

Almaty 2018

INDEPENDENT AGENCY FOR ACCREDITATION AND RATING

External Expert Commission

***Directed to
Accreditation Council of the IAAR***



Independent agency for
accreditation and rating

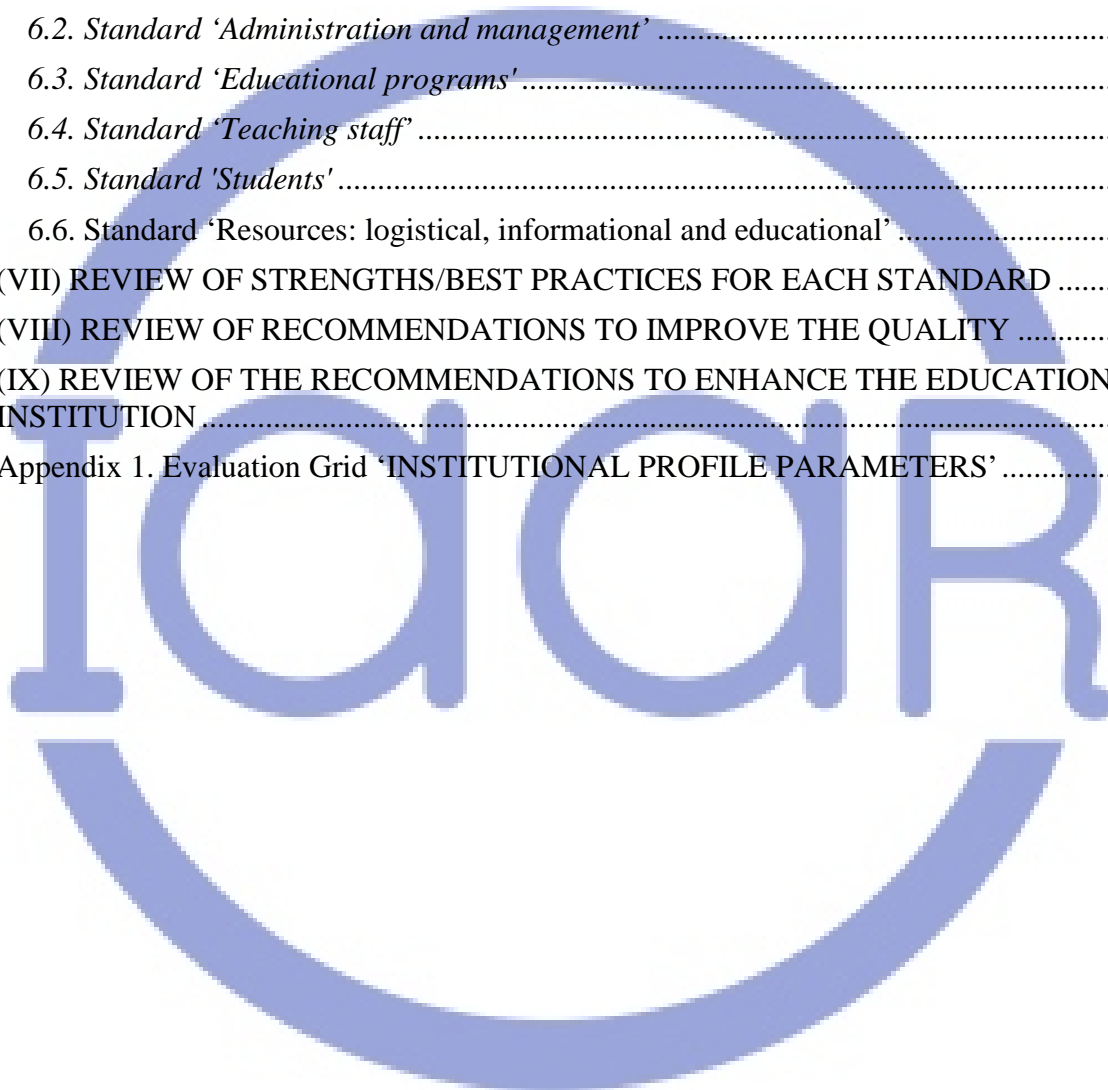
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**Almaty
February 22, 2018**

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LIST OF DEFINITIONS AND ABBREVIATIONS

AMS – Administrative and Managerial Staff

WHO – World Health Organization

SCES – State Compulsory Educational Standard

LLP – Limited Liability Partnership

IHI – International Healthcare Institution

MES – Ministry of Education and Science

FSA – Final State Attestation

IAT – Institution of Advanced Training

HP – Healthcare Provider

WS – Working Syllabus

VET – Vocational Education and Training

ST RoK – Standards of the Republic of Kazakhstan

QMS – Quality Management System

SSR – Students' Scientific Research

AW – Academic Work

DW – Discipline Work

PW – Practical Work

TP – Training Package

CMC – Cyclic Methodological Commission

ICT – Information and Communication Technologies

EP – Educational Program

SWOT-analysis – analysis of strengths, weaknesses opportunities and threats for the institution, abbreviation of English words:

S (strengths),

W (weaknesses),

O (opportunities),

T (threats).

II. INTRODUCTION

In accordance with IAAR order No. 7-18-OD dated 24.01.2018 medical college "Interdent" with the VET activity, was visited by the external expert commission (EEC) on February 20-22, 2018. The assessment of the conformity of educational programmes as follows has been held:

0301000 "Medical care" with the qualification "Paramedic", "Obstetrician";

0302000 "Nursing care", with the qualification "General practice nurse";

0306000 "Pharmaceutical science", with the qualification "Pharmacist".

According to the IAAR's specialized accreditation standards:

1. The Chairman of the Commission - Zhagparova Aitzhamal Hambetovna, the head of the Quality Assurance Department of North-Kazakhstan Medical College (Petropavlovsk);
2. Foreign expert - Saktanova Tamara Sultanovna, a representative of the medical schools of the educational & training centre "Gaudeamus" in Kyrgyzstan (Bishkek, Kyrgyzstan);
3. Expert – Amanzholova Tatiana Kadyrovna, Deputy Director for practical training of the Kazakhstan-Russian Medical College NPEI (Almaty);
4. Expert - Sherimbetova Akmaral Aitbaevna, acting Director of "Medical College" UE REM of Almaty Healthcare Department" (Almaty);
5. Expert – Zhekseminova Ainur Karimbekovna, Deputy Director for academic and methodological work of "Medical College" "Taraz-Bolashak" LLP (Taraz);
6. Employee – Alibaeva Gulsim Nurmaganbetovna, Clinical Nurse Manager of Kazakh National Oncology and Radiology Research Institute (Almaty);
7. Student – Aimirza Samal Nurlanovna, 3-year student of speciality "Medical Care" at "Kazakh-Russian Medical College" NPEI
8. Representative from the Agency – Dzhakenova Alisa Satbekovna, the supervisor of the medical projects of the Agency (Astana).

(III) REPRESENTATION OF EDUCATION INSTITUTION

Medical College "Interdent" LLP was established in 1998 as a Republican Clinical Centre "Dentology" to meet the needs of dental Clinical unit for nurses and dental technicians. In 2007, the College was renamed as Medical College "Interdent" LLP educating in three specialties: Medical Care, Pharmaceutical Science, Nursing care.

Ownership – private. Core activity – education.

The College is located at: Almaty, 549 Seifullin Street, Tel.: 8 (727) 267-58-88, website: www.interdent.kz email: info.interdent@mail.ru.

Medical College activities are carried out in accordance with the constitutional documents as follows:

State license from October 29, 2010, of AA-5 series, No. 0106701, issued by the department for educational monitoring of the Almaty Committee for education and science control of the Ministry of Education and Science of the Republic of Kazakhstan.

RoK taxpayer certificate № 600700192483,

Certificate of State registration of a legal entity,

College's Memorandum of Association;

A number of internal regulations;

SCES, vocational education programs etc.

There are statements of sanitary & epidemiological service and State fire control on the use of the academic block.

State license of AA-4 series No. 0106387 as of August 23, 2010 for the medical activities of the sick room, issued by the Department of economy and budgetary planning of Almaty.

The Director of the Medical College "Interdent" is Tokbergenova Gulmira Telmanovna, candidate of sciences in education, honored educator of the RoK.

The preparation of the nursing personnel is accomplished by the College under state

licenses for the following specialties:

0301000 "Medical care" with qualifications 0301013 "Paramedic" with a training period of 2 years and 10 months, 3 years and 10 months and 0301023 "Obstetrician" with a training period of 2 years and 10 months 0302000 "Nursing care" qualified as 0302033 "General practice nurse" with a training period of 2 years and 10 months, and 3 years and 10 months

0306000 "Pharmaceutical Science" qualified as 0306013 "Pharmacist" with a training period of 2 years and 10 months

Attendance is full-time, in Kazakh and Russian languages of instruction based on basic secondary and general secondary education.

The Medical College "Interdent" is situated on 4, 5, 6 floors of the building, constructed in 1983. The total area of the main academic building is 2135 sq m

Training facility of the College is represented by 26 classrooms and a laboratory.

The College has a library with a total area of 130 sq m that consists of the delivery desk, the reading room with 16 seats and a book depository as big as 36 sq m.

Physical education classes and recreational events take place in the sports hall with an area of 219 sq m furnished on campus. The College has a medical unit, too.

To deliver food and nutrition catering to students the Medical College "Interdent" has concluded contracts with diners "Appetite" IE Nikulina A.G. and "Sapa" IE Mukhamedjanov D.A.

College training load is 720, of which -516 in Kazakh

Training load for the specialty 0301000 'Medical care' -360

Training load for the specialty 0302000 'Nursing car' - 216

Training load for the specialty 0306000 'Pharmaceutical Science' -144

Pedagogical process is implemented by 80 teachers. Staff is 58 teachers, of whom 1 (1.7%) holds a degree, high - 7 (12%), the first 7 (12%), the second pedagogical category - 19 (32.8%). 55 teachers (94.8%) are able to teach in the national language.

Table 1 - The employment of the graduates by specialties

o	Qualification	2017		
		Total of the graduates	Of which employed	In terms of the specialty in %
.1	0301000 – Medical care	89	63	70%
	0301013- qualification 'Paramedic'	62	48	77%
.2	0301023- qualification 'Obstetrician'	27	17	63%
	0302000 – Nursing care	55	39	71%
.1	0302033 - qualification 'General practice nurse'	76	57	75%
	0306000 'Pharmaceutical Science'			
.1	0306013- qualification 'Pharmacist'	56	41	73.2%

Research initiatives

The College has established research clubs and activities.

Every year, students of specialty 'Medical care' take part in intracollege scientific and practical conference with award of the best scientific work 'Discovering the world...' - «Әлемді ашамын...», based on the results thereof the students are actively engaged in the regional scientific and practical conference. In 2014-2015 academic year CMC organized the activities of

the scientific quest club 'Мейірім'. Under the guidance of the Biology teacher Tanabaeva S.E. a student of group 202 Beisenova Nazerke presented a research paper 'Женьшень өсімдігінің емдік қасиеттері'. In 2017, a student of group 400 Popelnykh E.A., under the guidance of her teacher Kusainov M.T. with the research paper 'Some anthropometric data of the students' physical development' and Bolat A., the 4th year student of group 403, under the guidance of her teachers Rakhmetzhanova G.M. and Dongulova U.Z. with the research paper 'Химиялық элементтердин адам ағзасындағы маңызы және медицинада қолдананылуы' took part in the regional scientific and practical conference "General health activities of the medical personnel in modern conditions" among the students of medical colleges of Almaty and Almaty region. In the academic year 2016-2017 Kim Olga, a student of 300 group prepared a research paper on the subject "Flu" (supervisor - Bekbatyrova G.T.). In the current academic year, Moldabayeva A.T., a student of group 301, under the guidance of her teacher A.I. Satayev, in conjunction with the 3rd year student of group 301 is working on the subject 'Бронхтық обструктивті ауруларында қолданылатын дәрілердин балалардағы ерікшелігін зерттеу', and a 2-year student of group 202 Pivtsova A. under the guidance of her teacher Baisova T.M. is preparing a research paper on the subject "Anti-infectious immunity".

Students majoring in Pharmaceutical science under the guidance of their Chemistry teacher, Rakhmetzhanova G.M., a student of group 207, Ilesbaeva Aidana has presented a research paper on the subject 'Ойыншықтардың құрамындағы химиялық элементтердің бала денсаулығына әсері'. In the academic year 2017-2018 a student of group 207 Shalaeva Shassada produced a research paper on the subject "The importance of proper nutrition in the effectiveness of treatment for iron deficiency anaemia in children and adolescents" (supervisor Tleuov J.E.). Under the guidance of Infectious diseases subject teacher, Kiyzbaeva A.N., a student of group 207 Dosymbek Akerke is actively preparing for intracollege scientific and practical conference of the 2017-2018 academic year on the subject 'Терінің жұқпалы ауруы-безу'.

(IV) DESCRIPTION OF THE EEC VISIT

The EEC activities were implemented on the basis of the programme of the visit of the Expert Commission on institutional and specialized accreditation of educational programs in the Medical College "Interdent" LLP in the period from February 20-22, 2018.

To obtain objective information on the quality of educational programs and the entire College infrastructure, clarify the content of the self-assessment report, meetings have been held with the Director, the Deputy Director for academic work, the Deputy Director for educational work, Deputy Director for CPE, the head of the personnel department, the head of the CMC, the department head, resource teacher, a Chief Accountant, teachers, students, alumni, employers. The first cluster meetings were attended by 272 people in total.

Table 2 - Data on the number and categories of the meetings' participants

<i>Category of participants</i>	<i>Number</i>
Director	1
Deputy Director	4
Division heads	7
Chief Accountant	1
Personnel department head	1
Teachers	50
Students	128
Alumni	65
Employers, social partners	15
Total	272

In the course of work carried out by EEC, there has been a visual inspection of the College infrastructure: classrooms, computer rooms, a library, a reading room, a Sports Hall, a medical unit, catering facility, Education and Clinical Center, offices of preclinical practices. The documentation of cyclic methodological commissions, departments, implementing the accredited educational programs has also been examined. They have visited the practical training facilities for accredited programs: UE based on REM "City Cardiology Center, a pharmacy of Zhaik-AS LLP, UE based on REM "CCH No. 2", UE based on REM "City maternity hospital No. 5", ENT Center "I-Medicus" LLP.

To conduct on-the-job training and professional practice, the College has concluded contracts with the heads of 34 health providers in Almaty. A close link with the basic HPs has been established. Social partnership in the field of health education is aimed at approximation of the level of personnel training to the needs of employers, the strengthening of links with the College. With a view to strengthening and developing social partnership with health providers and the College, certain joint work in the following areas is being implemented: forecasting of the training level of highly qualified specialists, patient-centered approach in training, improving the relationship between the education institution and HP. In practice, such forms of cooperation as a practical learning on real jobs, employers' participation in the certification of students, joint events, meetings with students and parents, organization of College excursions, acquaintance with the profession are often used.

The basic HP have created the necessary conditions for quality practice, allocated 5 classrooms for the College students: UE based on REM "City Cardiology Center" (1), UE based on REM "CCH No. 2" (1), UE based on REM "City maternity hospital No. 5" (1), ENT Center "I-Medicus" LLP (1), pharmacy "Zhaik -AS" LLP (1).

While visiting practical training facilities, the experts have acquainted with the logistics base of health providers, visited the administrative building, specialized departments, where students receive training to improve on or learn a skillset and do a professional internship. EEC members met chief physicians, Deputy Chief for nursing (UE based on REM "Cardiology Center" - Shukrgalieva Z.A., Maternity Home No. 5 - Rahmetdildaeva T.A, UE based on REM "Children's clinical hospital No. 2" Kuatbekova S.B.), Director of ENT Center "I-medikus" Turginbaeva A.S., and senior nurses, department heads, who detailed the requirements for interns and described the internship procedures. During meetings with managers of health providers it has been found out that clinical sites were working closely with the Medical College. Medical staff of clinical sites implement practical training at the workplace, make suggestions and recommendations for the improvement of the EP, are actively involved in the development and implementation of EP, participate in the evaluation of the knowledge and skills of students and graduates of the College. It has been revealed that the above clinical sites have created 4 teaching classrooms for practical classes.

Kurmangaliyeva G.R. - Deputy Director of Pharmacy "Zhajk -AS" LLP in conversation with members of the EEC has clarified that graduates of the Medical College "Interdent" when applying for jobs have to do an internship at pharmacies, engage in the medicine manufacture. Graduates (3 people) of the Medical College "Interdent", working in different departments of pharmacy have been interviewed as well.

All classrooms are equipped with the necessary equipment: mannequins, models, care items, visual aids, teaching materials for practical skills improving and sustaining etc. Director of the College and the head of the HP by an order assign general and immediate supervisors (mentors).

At the time of the visit to the HP, practical training was being received by 3 and 4-year college students.

College graduates (11 people) of "Interdent" college were represented as well and interviewed. They shared with the members of the EEC their successes at work, their achievements, expressed gratitude for the profound knowledge gained within the walls of the

College.

The HP heads have provided a positive feedback related to the College students and graduates.

According to the nursing managers of the visited clinical sites, it has been identified that 41 alumni of the College were successful at working for the specified HPs.

The EEC members have attended theoretical and practical classes in the subjects 'Internal diseases', 'Surgical diseases', 'Children's diseases', 'Obstetrics & Gynaecology', «The structure and economics of the pharmaceutical science with basics of management and marketing» as well as an educational event 'АЛҒЫСЫМ САҒАН – МӘҢГІЛІК ЕЛ!'. The Analysis of the classes visited has shown that the teaching staff had developed course schedules and approved steering documents, training packages. In general, all visited classes have been given at a sufficient methodological level.

(V) DESCRIPTION OF PREVIOUS ACCREDITATION PROCEDURE

This academic institution has not been accredited before.

(VI) COMPLIANCE WITH THE INSTITUTIONAL ACCREDITATION STANDARDS

6.1. Standard 'Mission and strategic objectives'

Probative part

Vision, mission and strategy of the College development are harmonised, compatible with the resources available, the needs of the labour market and educational policy of the RoK.

College vision: endeavor to strengthen position in the market by improving educational services demanded on the labour market, to meet the needs of practical public health services, strengthen the internal College environment, form key competences of a future specialist through the content and educational technologies.

College Mission: modernization of the content of the educational process as a tool to improve the quality of training of competitive professionals

Strategic objective: Ensuring the quality of the modern education through the preservation of its soundness and compliance with current and prospective needs of the RoK;

- creating optimal conditions to improve the quality of education in the College;
- ensuring the improvement of professional and vocational training of students;
- implementing measures to significantly enhance the importance of competence-based approach to education, to encourage the teachers to master modern teaching technologies, innovative methodologies, ICT aimed at building key competences of students;

- improving the conditions for the organization of the educational process in order to create a comfortable educational environment for all categories of the College's students, to preserve and strengthen health of pupils, for individual development and moral formation of the students' personalities;

- content optimization and organization of the educational process in accordance with the basic professional education programs and needs in specialists with secondary medical and pharmaceutical education;

- improving the teaching methods of clinical and pharmaceutical subjects and use of innovative teaching technologies;

- planning and organization of theoretical and practical training of students;

- quality control of training and retraining, improvement of professional skill of the staff;

- creating a favorable moral and psychological climate in the team, among teachers and students;

- introduction of advanced pedagogical experience in the teaching process;

- continuous improvement of the quality of the logistics and information support;
- creating conditions for the functioning and development of the College's educational system.

The determination of the mission, goals and objectives for the development of the College has been based on the State program for the development of education in 2011-2020; Strategic plan of development of the RoK up to the year 2020, Comprehensive plan for the development of nursing in Kazakhstan up to the year 2020, The address of the President of the Republic of Kazakhstan Nursultan Nazarbayev to the people of Kazakhstan "Strategy "Kazakhstan-2050" A new political course of the successful state".

The College's vision and mission have been adjusted to take into account new policy instruments and annual addresses of the President of the Republic of Kazakhstan N.A. Nazarbayev.

The College's development strategy is focused on sustainable development and competitiveness of educational services. Mission, goals and objectives of the College within the development strategy were discussed and approved at the faculty meeting (Protocol No. 1 from August 31, 2017)

The College gives pride of place to the development of procedures to for maintain the mission, goals and objectives. The core documents relating to the performance of the goals and objectives of the College are the College's strategic development plan, the faculty meetings schedules, action plans for education board, educational activities, the CMC work plan. All of them are approved annually, at the first faculty meeting in August.

The institution systematically collects, accumulates and analyzes information about its activities and holds self-assessment in all directions, through the development and application of measurement, analysis procedures to assess the success of their own strategy through such indicators as "effectiveness" and "efficiency". Based on the development strategy the College administration annually develops and approves the main objectives and specific targets to be achieved by the end of the academic year. The analysis of the College's activities in accordance with the institutional accreditation criteria has shown that the College has a well-defined and clear mission, being implemented in accordance with the established priorities of the RoK's Ministry of Health Care and Social Development, clearly defining the College's mission and its development strategy. Mission, goals and tasks in the framework of the basic development priorities, that are allocated appropriate financial, personnel and methodological resources to ensure the implementation in the face of changing external social and economic conditions; the contribution of the College's educational development with consideration of the policy in the areas of education and health is noticeable.

In the management of the various College's activities (academic, methodological, educational) the following administrative documents are applied - decisions of the collegiate bodies (faculty meeting, education board, meeting attended by the Director, the Board of group supervisors, the Board for crime prevention, group representatives meeting), the orders and instructions of the Director related to the activities, documents of human assets of the staff and students, planning, reporting, financial and accounting documents.

Statement of the College's mission, vision and strategy fully reflect its individuality and uniqueness.

However, surveys of teachers, which were attended by **37** people (**46.2%** of the total number), have shown a fairly high level of conformity of the College assessment to the criteria of this standard.

So, for example, inclusion in the curricula of the College's mission, in their view, is at a good level (**97.3%**); the involvement of teachers in the process of managerial and strategic decisions was mentioned by **96.8%** of respondents.

Analytic part

Analysis of the compliance of the College activities with the criteria of this standard in

general proves the maturity of the Administrative and Managerial Staff (hereinafter AMS) in understanding the importance of clear strategic, tactical and operational planning in achieving the goals and tasks, possession by this institution of an integrated system for development and continuous improvement.

The main advantage of the College is consistency in the work on engagement in the planning and assessment process of groups representatives of all interested persons, including students and employers.

Strengths/best practice:

1. Vision, mission and strategy of the College are harmonised;
2. The stated mission and strategic objectives are in line with the goals and objectives of the national system of technical and vocational education, post-secondary education, the development of the region;
3. The whole dynamics of the EP's activities in all directions is carried out in accordance with the mission, strategy, resources of the College, which provide for learning outcomes.
4. Timely revision of the mission, objectives and policies of the College.

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

In general, the institution's activities meet the criteria of the Standard. However, the Medical College should improve logistics to fully implement the strategic objectives and the mission.

Quantitative indicators that reflect the compliance of the institution with the standard criteria are as follows:

***Strong positions -15, satisfactory -0,
Need improvements-2, unsatisfactory-0***

6.2. Standard 'Administration and management'

Probative part

College management system is aimed at the implementation of the mission, vision and strategy. College administration is carried out in accordance with the law on education of the RoK (with amendments and additions as of 09.04.2016), regulatory documents of the MES RoK and the College's Memorandum of Association and internal regulations.

Effective management is provided by a transparent multilevel system of planning, monitoring and reporting. Organizational structure and management system of College is functioning quite effectively, can solve all the problems and task faced by the College. The College's activity is built on democratic principles, the management's leadership and engagement of staff and students in the management process.

Functional distribution of responsibilities among the various levels of the management covers all the main directions of the College's activities and allows successfully implementing its development strategy.

College administration is carried out through unity of sustainable relationships between structural units. Annual plans for structural units are discussed and approved in accordance with the planning bar-and-pic chart approved for the academic year.

The College monitors and organizes information about the results of the interim attestation, final attestation and other activities, which is reflected in the semi-annual and annual reports.

The expert group has noted the flexibility of the organizational structure, enabling the College to respond quickly to changes in the external conditions.

In the College, there are certain mechanisms to examine, identify and analyse the degree of satisfaction of the needs of teachers, staff and students. The result of the satisfaction of needs of students is construction of a Sports Hall and establishment of an educational and clinical center.

Results of questionnaire for teaching staff, organized within the framework of the EEC visit related to this standard are satisfactory:

- acknowledgement of the successes and achievements on the part of the administration - **91, 9% of satisfaction;**
- activities of the College administration - **89.8% of satisfaction;**
- participation in decision-making - **89.2 of satisfaction;**
- perception by the College's management and administration of criticism - **89.1% of satisfaction;**
- feedback from staff and the management on assessment of the respondents is **100% of satisfaction,**

Student survey was attended by 68 people (9.48% of the total number) has demonstrated their positive assessment of the conformity of the College to the criteria of this standard.

So, for example, **92.7% of respondents** are fully satisfied with responsiveness to feedback from teachers about the educational process.

- level of awareness of the requirements in order to successfully graduate with the specialty satisfies **97.1%**

- and **100% of respondents** are fully satisfied with availability and responsiveness of the College's management.

Analytical part

With available system of planning, development and continuous improvement, the College has insufficiently elaborated specific mechanisms. For example, EEC experts point out that some mechanisms to further improve the quality of satisfaction of the needs of other participants in the educational process: teachers, staff, students, and employers are insufficiently elaborated as well.

Strengths/best practice

The institution has demonstrated:

1. Compliance with the organizational structure and its functioning instruments of their own mission and development strategy;
2. Evidence of openness and accessibility of managers and administration for students, teachers and parents.
3. Perspective financing plan corresponds to the mission and strategic goals of the Medical College and identifies the main sources of funding of the institution;
4. The mission, goals and objectives of the College are supported by the necessary financial and material resources.

The EEC recommendations:

1. To improve mechanisms for continuous improvement of the institution's activities on the basis of the results of examination and analysis of satisfaction of needs of faculty, staff, students, and employers;
2. To work on quality management system, with a further certificate as per standard form

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

In general, the institution's activities meet the criteria of the given standard.

Quantitative indicators that reflect the compliance of institution with the standard criteria are:

**strong positions-12, satisfactory -1,
need improvements-1, unsatisfactory-0**

6.3. Standard 'Educational programs'

Probative part

College preparation is based on SCES 2010, 2013, 2016.

Documentation on educational programs developed by the College includes WP, the schedule of the educational process, class schedule, subject curricula, course schedule, program of professional internship.

The content of educational programs at the College is built in accordance with the model curriculum of the specialties. When designing specialty WS the College has changed up to 30% of the amount of training time for cycles of subjects (standard permissible by SCES requirements), while maintaining the total teaching time allotted for the development of vocational training programme.

Working syllabus for all subject areas are considered at meetings of the education board and approved by the Director of the College.

Conclusions on that the EP corresponds to the mission of the College and requests of students, the College management makes based on feedback from employers, employing college graduates.

In the College, special attention is paid to professional training: lectures, practical classes on general professional and special disciplines, job training, professional internship.

The College students have the following types of practice: work experience, job training and professional internship. For better organizing and conducting professional internship the College and health providers of the city have concluded 34 long-term cooperation agreements.

Understanding by the management of the importance of effective interaction with social partners on the content of education is supported by the facts of partners engaged in the institution and formation of programs, curricula, taking into account modern requirements to specialists.

Employment monitoring is carried out systematically. Annually growing percentage of employment 2014/2015-65%, 2015/2016-59.6%; 2016/2017-71.3% proves the relevance of the medical college graduates, this is promoted by a close relationship with HP employers of the city and the region.

Whereby the EEC in the course of their activities has pointed out **insufficiency** of:

- information provided on the improvement of innovative methods and forms of education.

Interview of teachers, held during the visit of IAAR EEC, showed that:

- the content of the EP satisfies: very good-**62.2%** of respondents, quite well-**37.8%**;

- attention to the EP contents of the College management satisfies **100% of respondents**;

- knowledge of students in the College, meet the demands of the labour market realities according to **100% of respondents**;

- formation of the ability to analyze the situation and make forecasts at EP learners satisfies **91.5% of respondents**.

Analytical part

It is important that the management understand not only the participation of the social partners in the formulation of vocational training program, as well as attraction of partners to the organization and the preparation of standards of EP skills, taking into account the requirements to practical health care specialists.

According to the results of examination and analysis of probative part compliance with the standard criteria the EEC experts note:

- Educational programs and teaching methods are based on modern teaching principles, however, in practice, the use of innovative teaching methods conducive to the education in the students of responsibility for their training is not sufficient.

- Operating relationship between the presented educational program and subsequent stages

of professional training (Bachelor degree, specialization) and internship which a student will commence upon completion of training is inadequate.

Strengths/best practices

1. The conformity of educational and program documentation: a curriculum model, model working syllabi and programs, academic schedules customized to the objectives and content of the educational programs in order to achieve the expected learning outcomes;

2. The Medical College ensures that students acquire sufficient knowledge and practical skills to provide skilled healthcare services;

3. The established EP goals and learning outcomes go through a qualitative assessment of the professional skills through effective collaboration between health providers and education institutions.

4. The Medical College provides various assessment methodologies that reflect the determined basic and professional competences, and evaluate the results of training activities;

The EEC's recommendations

1. To continue the implementation of modern teaching principles including innovative teaching methods;

2. To work to ensure the operating relationship between the educational program and the subsequent stages of professional training (Bachelor degree, specialization) or internship which a student will commence upon completion of training.

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

In general, the institution's activities meet the criteria of the given standard.

Quantitative indicators that reflect the compliance of institution with the standard criteria are:

***Strong positions – 20, satisfactory – 0,
Need improvement – 0, unsatisfactory - 0***

6.4. Standard 'Teaching staff'

Probative part

The staff of the College is completed in accordance with the requirements of SCES RoK. Organizational and staffing structure, practice of selection and consideration as well as employment and placement of staff, forming of the College's qualitative reserve are aimed at creating the necessary conditions for effective activity to address the educational challenges.

Qualifications for teaching staff of the College shall be determined in accordance with the "Standard qualifying characteristics of teaching staff jobs and equal-status persons", approved by order of the Minister of education and science of the Republic of Kazakhstan dated 13.07.2009 No. 338.

Personnel selection and placement is subject to business and professional qualities.

Distribution of teachers by the disciplines is carried out in accordance with their qualifications identified in the diploma.

Special attention on the part of the administration is paid to young teachers: the College has a school of young teachers, mentoring system, assistance provided to master theoretical and practical materials in the content of the program and organization of educational process.

Annual workload of engineering staff and faculty is established according to regulatory and legal instruments. The workload includes the number of hours spent on teaching a subject, consultations and examinations, supervision, management of the classroom. Workload performance is reflected in the academic logbook, in a teacher's reports on the work done in terms of teaching and educational activities.

At the beginning of the academic year, teachers make up individual work plans, which are reviewed at meetings of the cyclic methodical commissions. In that plan, a teacher reflects organizational events, academic work, research and practical efforts, educational activities, advanced training (seminars, coachings, workshops, trainings, conferences, etc.), enhancing their teaching skills.

In terms of educational and methodical activities, a teacher reflects development of working syllabi in accordance with SCES, course schedules, preparation of methodological aids, TPs, exam materials for the current, intermediate and final attestation of knowledge, development of didactic material, preparation of material for teaching coachings on contemporary methodological techniques. Educational activities are reflected in accordance with the CMC plans and the College as a whole. Performance of individual work plans of teachers in all sections is monitored by the CMC head. At the end of the academic year, teachers submit report on performance of the individual plans as per approved form and activities in accordance with the assessment criteria of the teacher's activities to the head of the CMC. Reports are discussed at the CMC meetings. Underperformance of the planned work without a good reason is also discussed in accordance with the criteria. The head of cyclic methodical commission attached his opinion to the protocols.

The Medical College "Interdent" provides refresher training in various forms of on-the-job training (including online study mode), with individual educational programs, without performance of job responsibilities in the workplace or with a partial employment. Over the past 5 years the College teachers went on refresher training through the Training and methodical Center "Tabys", University "Turan", "Kanban" (Kenzhagarina L.S.) as well as at "Abia Consult" LLP (QMS), National Centre for refresher training "Orleu", KazNU named after S.D. Asfendiyarov. In addition, teacher training is carried out through participation in seminars, conferences, contests at Republican and city levels.

To improve the qualification of the college teachers the following basic forms and methods are applied:

- refresher courses;
- active participation of college teachers in the planned activities of the city, region, Republic;
- reciprocal visiting of colleagues' classes;
- research efforts;
- mentoring;
- participation in methodological seminars, conferences, exhibitions, teaching readings;
- attendance of the school of the young teachers, teaching excellence.

The founders of the College annually allocate funds for faculty training.

Young teachers improve their professional level, studying for second degree, receiving the second higher education.

The teachers' performance is systematically evaluated on several levels: the quality of teaching, the quality of academic load, availability of training packages on discipline taught, compiling anthologies (lectures, methodological aids), conducting demonstration classes, availability of published articles, participation in public life of the College, region, city. The assessment is made by the chairpersons of CMC, methodologist, department heads, Deputy Directors for academic, education work, practical efforts respectively. At the CMC meeting, the criteria results are analyzed and communicated to each teacher engaged in CMC activity.

The College staff is determined annually in accordance with the regulations. In 2015-2016 academic year 68 teachers participated in the preparation of students, 51 (70%) of them were teaching full-time and 17 (30%) were part-time teachers.

From among the full-time faculty 2 (4%) are candidates and 2 (4%) - Masters of Sciences, have qualifying categories: top - 7 (14%), first - 3 (6%), second - 18 (36%), have no category - 19 (38%).

In the academic year 2016-2017, 70 teachers were engaged in the training of students, 49

(70%) of them were working full-time and 21 (30%) were part-time teachers.

From among the full-time faculty 2 (4%) were candidates and 3 (7%) Masters of Sciences, have qualifying categories: top -2 (4%), first-3 (7%), other 18(37%), and have no category - 21 (43%).

In the academic year 2017-2018, 80 teachers were engaged in the students training, among them 56 (70%) were teaching full-time and 24 (30%) were part-time teachers.

From among the full-time faculty: Dr. habil. 1 (2%), Candidate of Medical Science 1 (2%) and 3(6%) Masters of Sciences, have qualifying categories: top -4 (7%), first – 7(12%), second – 23(40%), have no category – 19 (33%).

Questionnaires presented to the EFE in the course of the IAAR EEC visit have shown that

The College has the opportunity to ensure:

- incentive scheme to encourage innovation -**97% of satisfaction;**
- availability of the necessary scientific and educational literature in the library for teachers - **97.3% of satisfaction;**
- enabling teaching staff to use their own innovations in teaching process - **100% of satisfaction;**
- opportunities for continuous capacity development - **97.3% of satisfaction;**
- incentives to attract young professionals - **97.3% of satisfaction;**
- work on improving the skills - **100% of satisfaction.**

Along with the above mentioned, the respondents evaluate the possibility to combine teaching with applied activities a bit lower - 97.3% of satisfaction.

Analytical part

According to the results of examination and analysis of probative part compliance with the standard criteria the EEC experts conclude that with a sufficiently flexible organizational structure and high personnel capacity of the College:

- implementation mechanisms for information technologies and innovative teaching methods based on the monitoring and assessment of the effectiveness of their use (studying, generalization and dissemination of positive teaching experience; development and reproduction of copyright educational products, etc.) is not developed properly.

- it is recommended to intensify the College's administration activities needed to raise the category of teachers of the educational program;

Strengths/best practices

1. The College is implementing targeted actions aimed at professional development of young teachers ("School of a young teacher");

2. The teaching staff of the medical college complies with the qualifying requirements and specificities of educational programs;

3. The Medical College ensures the completeness and adequacy of the individual planning of teachers' work in relation to all activities;

4. The College has established a system for teachers' refresher training;

The EEC's recommendations:

1. Continue the implementation of the system of modern information technologies and innovative teaching methods based on the monitoring and assessment of the effectiveness of their use;

2. Improve the system of information and methodical support of teachers (experience sharing with other educational institutions);
3. Cooperate with the Kazakhstan and international educational establishments.

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

In general, the institution's activities meet the criteria of the given standard.

Quantitative indicators that reflect the compliance of institution with the standard criteria are:

***Strong positions – 10, satisfactory – 1,
need improvements – 0, unsatisfactory – 0***

6.5. Standard 'Students'

Probative part

Information on the enrollment rules and procedures is posted on the College's website, in booklets, leaflets, which were distributed during the doors open days. An applicant has a chance to seek advice in the Admission Committee, which starts its activities since June 1. The College established the Commission for career-oriented work whose workplan included issues related to vocational guidance in schools and medical education institutions of Almaty, Almaty region and the Republic. The doors open day is held annually. Applicants are provided with booklets and informational materials. First-year students are supplied with orientation talks and psychological & faculty support, guidebooks in the state and Russian languages, which are issued by group monitors at the beginning of the academic year. A guidebook includes: general information about the College, the Administration, the mode of operation of all structural divisions, rules of organization of educational process, monitoring and assessment system of knowledge of students, the order of tuition fees payment.

For the efficient organization of the educational process the College has developed the core documents regulating the educational activity: the College's Memorandum of Association, internal regulations, schedule of the academic process, schedule of academic classes, clubs, free-time and extracurricular activities.

Students have been informed of assessment strategy included in their program as well as about exams or other methods, and assessment criteria that will be applied to assess their knowledge, skills and attitudes, and the provision on the criteria ratings applicable to students at theoretical and practical classes. Students have the right to make proposals to improve the educational process, take part in addressing important issues related to the activities of the College, are members of collegiate bodies.

Professional internship program complies with the state standards of specialties in technical and vocational education, fully meets the goals and objectives of the specialist training. In the course of internship students receive advice from their internship supervisors, as well as from persons responsible for internships at local level.

Assessment of satisfaction of the representatives of employers' organizations and enterprises with the quality of training of the college students is conducted through questionnaires.

In order to implement the State programme related to the development of technical and vocational education in the Republic of Kazakhstan and the order of the Ministry of education and science of the Republic of Kazakhstan 'On approval of the list of professions in technical and vocational education within the framework of the phased assessment of the level of professional training and qualifications', the college students are tested using an independent assessment of the level of professional qualification and attribution of qualifications (ALPT) by specialties through the web portal of the Committee for monitoring medical and pharmaceutical activity.

Educational institution Medical College "Interdent" LLP is a member of the Almaty Association of colleges. According to the Association's plan, Student Council of the College actively participates in career-oriented activities, the city competitions, parades, student shows and contests, round tables, discussions at the annual Forum of Students' Union 'АЛТЫН Ұрпақ'. Students participate in organizing and conducting the scientific and theoretical conference dedicated to the day of the first President '100 steps to the future - a step to the prosperity of Kazakhstan'; scientific and practical conferences: '550-th anniversary of the Kazakh Khanate', '30-th anniversary of the December events', '25-th anniversary of the independence of Kazakhstan', '70-th anniversary of the victory in the great patriotic war' and many others.

Student Council holds city events and participates in them, including: fundraising days '25 act of kindness' to help the Association of Veterans Council of Almaty, Pediatric Oncology department at scientific center of Pediatrics and Pediatric Surgery, orphanage No. 2, palliative care centre of Almaty (Hospice).

College students participated in the city's sports and athletic meeting devoted 20-th anniversary of the Assembly of the peoples, and won 2 prize in national game Тоғыз құмалақ, 3rd prize in table tennis contest.

2-year student Beisenova Nazerke and 1-year student Baltabay Kobeisin were awarded the "Көркемсөз оқу шеберлігі" in the contest "Көркемсөз оқу шеберлігі", organized by the Office for the development of languages, archives and documentation of Akimat of the Almaty District of Almaty.

The College annually holds meeting "Тәуелсіздік-елімің еркін жолы" with the participants of the December events Sharakhymbay Bolat Zhumanuly, Ykylasova Akkumis Kapsikyzy, Mukhametalin Serik Seyitkhanuly.

3-year student Arenov Daniyar who won the 3rd prize and 1-year student Alisova Anastasia, who has won the 2 nd prize in the city contest of compositions "My favourite teacher", were awarded with diplomas of the Municipal Institution 'City's scientific and methodical center for new technologies in education' of the Education Department of Almaty.

College students take an active part in the city and district moral and patriotic events.

In honor of 550-th anniversary of the Kazakh Khanate the College has held a historical and musical evening and meeting at Home of schoolers of Almaty district with the participation of the candidate of historical sciences, the senior lecturer Edil Noyanov.

For the Office of Internal Affairs of the Almaty district the college students were awarded with the diploma for active participation in the wits & humour competition under the aegis of 'ҚЫЛМЫСҚА ЖОЛ ЖОҚ!'.

The College provides all-round assistance in job placement of its graduates. With a view to the employment of graduates, at the premises of CCH based on REM No. 12, employment centre of Almaty district holds annually a spring job fair attended by the heads of the Department of health care and managers of health providers. The managers of health providers inform the College Director about the middle personnel vacancies.

Employment indicators are **71%** reflecting the demand for college graduates.

During the visit, the EEC experts noted the availability of mechanisms for monitoring the satisfaction of students with the VET organization as a whole and individual services in particular.

The effectiveness and quality of functioning of the feedback system, including, inter alia, the rapid provision of information on the results of the assessment of knowledge, are proved with the results of *Student survey held in the course of the IAAR EEC visit*.

So, the questionnaires have revealed **94.1%** of complete satisfaction of students with the procedures and results of assessment of their knowledge and skills.

-User-friendliness of the assessment criteria used by the teacher fully satisfied **82.4%** of respondents - **98.6% of satisfaction**;

- **80.9%** of respondents are fully satisfied that 'a teacher intrinsically assesses the achievements of students' - **95.6% of satisfaction**.

- **95.6%** of respondents are fully satisfied with impartiality and fairness of teachers -**100% of satisfaction;**
- **94.1%** were fully satisfied with the fairness of examinations and attestations - **97% of satisfaction;**
- **92.6%** of respondents are fully satisfied with tests and examinations - **100% of satisfaction.**

Strengths/best practices

1. The existence of policy to form EP student enrollment and ensure the transparency of its procedures;
2. Established conditions for personal growth and education of students, formation of patriotic, moral and spiritual qualities;
3. The College policy is aimed at retainment of students body;
4. In the College, there is students' union;
5. To inform students body the College has developed "Guidebook for students"
6. Established mechanism for monitoring the satisfaction of students with the College activities;

The EEC's recommendations:

1. It is necessary to establish a system of academic counselling of their students, which includes the issues related to selection of extracurricular activities, professional career planning, appointment of mentors to individual students or small groups of students;
2. to improve the provision of social and financial support for students which aims to meet the needs of students.
3. to establish a system of monitoring and further employment of the graduates of the College.
4. to provide informational support and services for students whose work would be related to satisfaction of the educational, personal and career needs of students.

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

In general, the institution's activities meet the criteria of the given standard. Quantitative indicators that reflect the compliance of institution with the standard criteria are:

Strong positions – 9, satisfactory –2, need improvements– 0, unsatisfactory - 0

6.6. Standard 'Resources: logistical, informational and educational'

Probative part

Training facility of the College is represented by 26 classrooms and 1 laboratory. Premises reserved for the placement of classrooms and laboratories meet hygienic requirements, the number of students enrolled in them, can accommodate instructional equipment and specialized furniture provided for by report cards, allow observing safety rules when teaching practical and laboratory classes. Decoration of all rooms for preclinical training is as close as possible to the equipment of the workplace of the future expert. Equipment of classrooms and laboratories is in accordance with internal equipment card approved at faculty meeting No. 2 from 24.11.17, developed on the basis of "Report cards and standards of resources allocated to classrooms and laboratories for nursing and pharmaceutical education, the order by the Minister of MHS D RoK from 29.05.2015 No. 423 "Equipment standards of preclinical simulation classrooms of medical colleges" and "Regulations on the classrooms" and "Equipment report cards and resource standards of classrooms and labs of nursing and pharmaceutical education" ALE of the Union of medical colleges from 16.11.2012, a library with a reading room, a sports hall, a medical centre, 2 classrooms of computer technologies. According to the the College's development strategy, the classrooms, laboratories are supplied with the necessary equipment to ensure the quality

education. Every classroom has a regulatory set including a datasheet, a student safety briefing log, an equipment report card and standards of resources of a classroom and laboratory, a classroom schedule, abstracts from SCES by sections "The requirements to the training level of students", "The contents of educational and vocational program", subject training packages, course schedules, working syllabi, working syllabi on job training and professional internship, acting orders, instructions, samples of medical documents. There are setup stands containing all the information needed for students.

With a view to the effective implementation of the educational programs, the College management strengthens and modernizes its logistical resources. Dynamics of logistical resources is positive. All classrooms and suites are equipped in accordance with the education program in use, qualification requirements in accordance with the rules of hygiene and fire safety. Provision for students with computer and information resources is sufficient to ensure quality educational process, corresponds to the licensing and attestation requirements. The quoted number of computers used in the educational process, is 14.4 persons per 1 computer. The website is in the Kazakh and Russian languages, offers readers a complete and high-quality information about the College, answers to questions, vocational guidance that are the main purpose of the website.

Analytical part

As for the standard "Educational resources" it can be noted that students are provided with systematic information for the process of learning in all subjects taught.

Training equipment and computer technology meet the requirements of operating safety.

In the EP implementation, individual needs and abilities of students are taken into account. Each student is provided with an opportunity to practice skills and abilities in the preclinical training facilities, simulation center and clinical sites.

The College has provided free access to educational Internet resources, implemented information technologies, is monitoring the use and development by the teaching staff of innovative teaching technologies, including based on the ICT. There is a system of electronic timesheets, three screens display a schedule of groups both for a day and the whole semester, together with an indication of the classrooms and subject teachers.

Equipping classrooms and laboratories is in accordance report cards and resource standards for classrooms and laboratories of secondary medical and pharmaceutical education, the order of the Minister of MHSD RoK from 29.05.2015 No. 423 "Standards for equipping the preclinical simulation rooms of medical colleges" and "Regulations on classrooms. Simulation Centre is equipped with modern models, homunculus and dummies to practice the skills in specific disciplines.

The College has 64 new generation computers, 15 laptops, 4 TVs, 4 MFI, 4 multimedia projectors with a screen, interactive whiteboard. All college computers are connected to a local network and have access to the Internet through broadband Internet bandwidth that speeds up to 10 MB/sec. also for wireless access to the Internet, there is a separate Internet channel, supplied with WI-FI for wireless access to Internet resources. To print and photocopy of the academic documentations the College's structural divisions are equipped with copying-and-duplicating equipment: printers, photocopiers, 3-in-1 MFI (printer/copier/scanner) in the amount of 9 pcs. The College has website (www.interdent.kz) in two languages (State, Russian) that is constantly updated and improved. The website hosts information about the College's activities as in general, and by departments (academic, curricular practical and educational efforts) along with information about the Administration, activities of the library, sports life of students and admission rules. In the section "News" it is possible to learn about the events, achievements of certain students, teachers and the College in general. Today, the website is being improved in terms of its interface with broader functionality and the number of information pages.

The number of academic literature for general education subjects is 1500 copies, for special subjects - 16540 copies.

Academic literature (textbooks) – 2590 copies.

1) In Kazakh – 1150 copies.

2) In Russian - 1440 copies.

Library stock of the medical college is annually completed with new educational and scientific and medical literature.

The library stock, taking into account the cooperation with library of the KazNMU named after S.D. Asfendiyarov is 20986 copies (including those in the State language - 9860 copies), book provision for one student is 28 copies.

Strengths/best practices

1. The Medical College has sufficient and appropriate logistical resources, information resources, educational and information technologies and resources for theoretical and clinical training of students which the Medical College uses for achievement of the mission and strategic objectives;

2. In the College there are mechanisms for implementation of feedback from students and teachers in the form of a clear demonstration of material resources in the course of training by means of use of the modern multimedia, simulation equipment;

3. The Medical College is provided with clinical sites and appropriate resources for practical training of students on the basis of official contracts with appropriate authorities and the health care providers with definition of duties on the part of each of the parties concerning the training program.

4. Free access to educational Internet resources.

The EEC's recommendations

1. To continue work on completion of library stock with educational, methodical and scientific literature on paper and electronic media in view of languages of training and specialties.

2. To improve the training environment of students by means of regular logistics updating, expansion and strengthening.

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

In general, the institution's activities meet the criteria of the given standard.

Quantitative indicators that reflect the compliance of institution with the standard criteria are:

***Strong positions – 11, satisfactory –4,
need improvements– 1, unsatisfactory - 0***

(VII) REVIEW OF STRENGTHS/BEST PRACTICES FOR EACH STANDARD

Standard 1 'Mission and strategic objectives'

1. Vision, mission and strategy of the College are harmonised;

2. The stated mission and strategic objectives are in line with the goals and objectives of the national system of technical and vocational education, post-secondary education, the development of the region;

3. The whole dynamics of the EP's activities in all directions is carried out in accordance with the mission, strategy, resources of the College, which provide for learning outcomes.

4. Timely revision of the mission, objectives and policies of the College.

Standard 2 'Administration and management'

The institution has demonstrated:

1. Compliance with the organizational structure and its functioning instruments of their

own mission and development strategy;

2. Evidence of openness and accessibility of managers and administration for students, teachers and parents.

3. Perspective financing plan corresponds to the mission and strategic goals of the Medical College and identifies the main sources of funding of the institution;

4. The mission, goals and objectives of the College are supported by the necessary financial and material resources.

Standard 3 'Educational programs'

1. The conformity of educational and program documentation: a curriculum model, model working syllabi and programs, academic schedules customized to the objectives and content of the educational programs in order to achieve the expected learning outcomes;

2. The Medical College ensures that students acquire sufficient knowledge and practical skills to provide skilled healthcare services;

3. The established EP goals and learning outcomes go through a qualitative assessment of the professional skills through effective collaboration between health providers and education institutions.

4. The Medical College provides various assessment methodologies that reflect the determined basic and professional competences, and evaluate the results of training activities;

Standard 4 'Teaching staff'

1. The College is implementing targeted actions aimed at professional development of young teachers ("School of a young teacher");

2. The teaching staff of the medical college complies with the qualifying requirements and specificities of educational programs;

3. The Medical College ensures the completeness and adequacy of the individual planning of teachers's work in relation to all activities;

4. The College has established a system for teachers' refresher training;

Standard 5 'Students'

4. The existence of policy to form EP student enrollment and ensure the transparency of its procedures;

5. Established conditions for personal growth and education of students, formation of patriotic, moral and spiritual qualities;

6. The College policy is aimed at retainment of students body;

7. In the College, there is students' union;

8. To inform students body the College has developed "Guidebook for students"

9. Established mechanism for monitoring the satisfaction of students with the College activities;

Standard 6. 'Resources: logistic, information and education'

1. The Medical College has sufficient and appropriate logistical resources, information resources, educational and information technologies and resources for theoretical and clinical training of students which the Medical College uses for achievement of the mission and strategic objectives;

2. In the College there are mechanisms for implementation of feedback from students and teachers in the form of a clear demonstration of material resources in the course of training by means of use of the modern multimedia, simulation equipment;

3. The Medical College is provided with clinical sites and appropriate resources for practical training of students on the basis of official contracts with appropriate authorities and the health care providers with definition of duties on the part of each of the parties concerning the training program.

4. Free access to educational Internet resources.

(VIII) REVIEW OF RECOMMENDATIONS TO IMPROVE THE QUALITY

Standard 2 'Administration and management'

1. To improve mechanisms for continuous improvement of the institution's activities on the basis of the results of examination and analysis of satisfaction of needs of faculty, staff, students, and employers;
2. To work on quality management system, with a further certificate as per standard form.

Standard 3 'Educational programs'

1. To continue the implementation of modern teaching principles including innovative teaching methods;
2. To work to ensure the operating relationship between the educational program and the subsequent stages of professional training (Bachelor degree, specialization) or internship which a student will commence upon completion of training.

Standard 4 'Teaching staff'

1. Continue the implementation of the system of modern information technologies and innovative teaching methods based on the monitoring and assessment of the effectiveness of their use;
2. Improve the system of information and methodical support of teachers (experience sharing with other educational institutions);
3. Cooperate with the Kazakhstan and international educational establishments.

Standard 5 'Students'

1. It is necessary to establish a system of academic counselling of their students, which includes the issues related to selection of extracurricular activities, professional career planning, appointment of mentors to individual students or small groups of students;
2. to improve the provision of social and financial support for students which aims to meet the needs of students.
3. to establish a system of monitoring and further employment of the graduates of the College.
4. to provide informational support and services for students whose work would be related to satisfaction of the educational, personal and career needs of students.

Standard 6. 'Resources: logistic, information and education'

1. To continue work on completion of library stock with educational, methodical and scientific literature on paper and electronic media in view of languages of training and specialties.
2. To improve the training environment of students by means of regular logistics updating, expansion and strengthening.

(IX) REVIEW OF THE RECOMMENDATIONS TO ENHANCE THE EDUCATION INSTITUTION

1. To mainstream the activities on implementation and further certification of the international quality management system.

Appendix 1. Evaluation Grid 'INSTITUTIONAL PROFILE PARAMETERS'

Item no.	Assessment criteria	Position of the education institution			
		Strong	Satisfactory	Needs improvement	Unsatisfactory
Standard 'MISSION AND STRATEGIC OBJECTIVES'					
1	The Medical College involves representatives of groups of interested parties and the health care sector in formation of the mission and strategic objectives.	+			
2	The statement of the mission and strategic objectives complies with the goals and objectives in the field of the national system of technical and professional, postsecondary education, the region development.	+			
3	The statement of the mission and strategic objectives contains the description of the educational process allowing training of a specialist with secondary medical education, having basic, professional and specific competences according to the specialty and capable of carrying out professional tasks in a healthcare system.	+			
4	The Medical College has the strategic development plan approved by the College's authorized body that defines all types of its activity and contains:	+			
5	compliance of the strategic plan with the stated mission and strategic objectives, and tasks of the Medical College;	+			
6	priority activities of the Medical College;	+			
7	assessment of the strengths and weaknesses, development of functionalities in the market and the available external and internal threats to development of the Medical College and mechanisms of their prevention (SWOT analysis);	+			
8	the analysis of available resources and their sufficiency for realization of stated goals;			+	
9	information on interaction with employers.	+			
10	The Medical College systematically collects, accumulates and analyzes information on its activity based on which it defines the policy and develops strategic and tactical plans.	+			
11	The mission and strategic objectives of the Medical College are periodically reviewed to comply with:				
12	standards of technical and professional, postsecondary education in medical and pharmaceutical specialties;	+			
13	requirements and expectations of the society.	+			
14	The Medical College defines mechanisms of formation and regular revision of the mission and strategic objectives, monitoring of their realization and systematic assessment of their efficiency.	+			

15	The mission and strategic objectives of the Medical College correspond to the available resources, opportunities of the Medical College and requirements of the labor market.				+	
16	The Medical College has defined ways of resources support and access to information on the mission and strategic objectives for the public.	+				
17	The Medical College shows identity and uniqueness of the mission and strategic objectives.	+				
TOTAL		15	0	2	0	
Standard 'ADMINISTRATION AND MANAGEMENT'						
18	The organizational, functional and staff structure of the Medical College correspond to its mission and strategic objectives.	+				
19	The Medical College demonstrates the participation of the teachers, students and other interested parties including representatives of the health care sector and the public as a part of collegial bodies of management.	+				
20	The Medical College provides for the transparency of the monitoring system and the decisions made which are published in bulletins, posted on the website of the Medical College, included in the protocols to be acquainted with and executed.	+				
21	The Medical College makes available constituent documents, the documents regulating the internal schedule of the institution's activity, distributive documents including:					
22	documents related to organizational structure and management of the Medical College;	+				
23	the written managerial documents by structural divisions, their powers and responsibility to ensure management;	+				
24	the regulatory documents on management of educational, scientific and extracurricular activities.	+				
25	The Medical College shows the existence of the certified CMC and its continuous improvement.				+	
26	The Medical College interacts with the healthcare sector and the public in a constructive way which includes exchange of information, cooperation and initiatives of the institution.	+				
27	The Medical College demonstrates openness and availability of managers and administration for students, teachers, and parents.	+				
28	The Medical College shows degree of satisfaction of needs of teachers, personnel and students with the monitoring system and produces the evidence of the shortcomings found within measurement process.				+	
29	The long-term financing plan complies with the mission and strategic objectives of the Medical College and defines the main sources of financing of the institution.	+				
30	The Medical College defines mechanisms to monitor the acceptance and distribution of financial resources as well as mechanisms to assess the efficiency of use of financial resources.	+				
31	In the Medical College, there is an effective tool of financial statements.	+				
TOTAL		12	1	1	0	
Standard 'EDUCATIONAL PROGRAMS'						
32	The Medical College implements educational programs with clear goals that are consistent with the mission and strategic goals of the institution and relevant to the needs and expectations of employers and interests of	+				

	the society.				
33	The structure and content of the model plans and steering documents, model and working syllabi of the specialties correspond to the requirements of State Compulsory Educational Standards.	+			
34	The timing and content of the practical training programs, vocational training and professional internship shall be determined in accordance with working syllabi, curricula and qualification requirements.	+			
35	Establishment of the sequence of studying the subjects, distribution of academic hours on each of them by courses and semesters is made taking into account cross-disciplinary links.	+			
36	The Medical College defines and includes in the educational program the achievement program of basic biomedical sciences for formation at the students of scientific knowledge, understanding of concepts and methods which are fundamental for acquisition and practical application of clinical knowledge.	+			
37	The Medical College defines and includes in the educational program social sciences, medical ethics and the medical law which will provide knowledge, concepts, skills and relations promoting the analysis of social problems, effective communication, making clinical decisions and the medical practice based on ethical principles.	+			
38	The Medical College provides contacts of students with patients in the relevant practical healthcare facilities and acquisition of sufficient knowledge, and practical skills to assume responsibility for strengthening of health, prevention of diseases and delivery of health care to patients.	+			
39	The Medical College determines the content, volume, logic of creation of an individual educational direction of students, influence of disciplines and professional internships on the formation of professional competence of the graduates.	+			
40	The Medical College through the structural division responsible for implementation of the educational program plans and implements innovations in the educational program.	+			
41	The Medical College creates conditions for development of scientific capacity of students and alsoas well as stimulates research activity of students, using various forms of motivation.	+			
42	The Medical College provides updating of educational programs of disciplines taking into account the requirements of teachers, students, interests/needs of employers and the labor market.	+			
43	The Medical College shows efficiency of the regular analysis of conditions for implementation of the subject curriculum, including:				
44	material support of the discipline;	+			
45	card of discipline provision with educational and methodical literature;	+			
46	information support of training process.	+			
47	The faculty of the Medical College and employers participate in development and management of educational programs, ensuring their quality.	+			
48	The Medical College provides equal opportunities to students, including regardless of the language of instruction.	+			
49	The Medical College demonstrates an effective, continuous tool of internal assessment of quality and examination of the educational	+			

	programs providing monitoring of the implementation of the curriculum and the objectives as well as the feedback for their improvement.				
50	The quality of capturing by students of the educational program is systematically assessed by the relevant services of the Medical College according to the established criteria which by all means are brought to the attention of students.	+			
51	Procedures to assess the level of students' knowledge are made according to the planned training outcomes, meet the objectives of the educational program, corresponds to the designation and is based on the clear standard criteria.	+			
52	The Medical College ensures impartiality of assessment of level of professional training of students and assignment of qualification.	+			
TOTAL		20	0	0	0
Standard 'TEACHING STAFF'					
53	The teaching staff of the Medical College meets the qualification requirements and specifics of the educational programs.	+			
54	Recruitment in the Medical College is carried out on the basis of the needs analysis of educational programs.	+			
55	The Medical College provides the completeness and adequacy of the individual planning of teachers for all activities, monitoring of the efficiency and effectiveness of individual plans.	+			
56	The Medical College demonstrates the accomplishment by its teachers of all types of planned workload.	+			
57	The Medical College demonstrates the competence of members of the teaching staff in the use of information and communication technologies in educational process, applying innovative methods and forms of education.	+			
58	The Medical College determines the degree of introduction of information technologies in educational process, monitors the use and development by teachers of innovative teaching technologies, including through information and communication technologies.		+		
59	The Medical College provides monitoring of the teaching staff's activities, a systematic assessment of the teachers' competence, a comprehensive assessment of the teaching quality effectiveness.	+			
60	The Medical College provides monitoring of satisfaction of the teaching staff with the conditions, to ensure effective implementation of the academic process.	+			
61	The Medical College provides targeted actions for the development of young teachers and the formation of a personnel reserve.	+			
62	The Medical College demonstrates the existence of refresher-training system for professional and personal development of teaching staff and administrative and managerial personnel.	+			
63	The Medical College has designed incentive scheme aimed at professional and personal development of teachers and staff.	+			
TOTAL		10	1	0	0
Standard 'STUDENTS'					
64	The Medical College determines the number of students enrolled in accordance with logistical and teaching opportunities at all stages of education and training.	+			
65	The Medical College reviews periodically the number and enrollment of	+			

	students in the course of meetings with relevant stakeholders responsible for the planning and development of human resources in the healthcare sector and adjusts them to meet the healthcare needs of human beings and society in general.				
66	The Medical College has a policy of student representation in collegiate management bodies and their respective participation in the formulation, management and assessment of educational programs, as well as other issues of student life.	+			
67	The Medical College has established a tool for monitoring of students' satisfaction with medical education institution' activities.	+			
68	The Medical College actively promotes the employment of graduates, monitors their professional and career growth and promotion in the labor market.		+		
69	The Medical College provides students with the conditions necessary for the effective mastery of educational program in accordance with their interests and needs, supplying with appropriate resources.	+			
70	The Medical College provides a quality organization level and professional internships in the specialty, developing professional competencies during the professional internships.	+			
71	The Medical College provides conditions for personal development and education of students (educational activity of the Medical College).	+			
72	The Medical College provides information support and customer services for students, defines the procedure of regular assessment of student support service whose work is aimed at satisfaction of educational, personal and career needs of students		+		
73	The Medical College shows the functioning of system of the feedback including expeditious submission of information on results of assessment of knowledge of students.	+			
74	The Medical College renders assistance and support of student's activity and to the students' bodies.	+			
TOTAL		9	2	0	0
Standard 'RESOURCES: LOGISTICAL, INFORMATION AND EDUCATION'					
75	Logistical, information and educational resources used to organize the educational process in the Medical College are adequate and correspond to the requirements implemented by the educational program.		+		
76	Student learning environment, including logistical and information resources are available to all students, and in conformity with the stated mission, the strategic objectives of the Medical College.	+			
77	The Medical College enables teachers and students to use information and communication technologies in the educational process.	+			
78	The Medical College provides acquisition by the students of appropriate clinical experience and has the necessary resources for hands-on learning, including sufficient quantity and categories of patients and a site for practical training of students	+			
79	The logistics of educational process includes availability of: classrooms equipped with modern technical training facilities; classrooms and laboratories, preclinical practice classrooms relevant to implemented educational programmes;				
80	The Medical College provides acquisition by the students of appropriate clinical experience and has the necessary resources for hands-on	+			

	learning, including sufficient quantity and categories of patients and a site for practical training of students				
81	computer rooms, reading rooms, multimedia, language and scientific and methodical laboratories;	+			
82	multiplying equipment and its availability to use by students and teachers.	+			
83	Information and methodical support of the educational process includes availability of:				
84	a stock of the basic educational, methodical and scientific literature, on paper and electronic media, periodic subscriptions in terms of languages of instruction and specialties;		+		
85	standard and regulatory documents;	+			
86	their own educational and methodical developments;			+	
87	video-, records- and media libraries, etc.;		+		
88	program information support;	+			
89	modern information means of communication, including external – the Internet, local – the Intranet.	+			
90	The Medical College proves the availability of the web resource displaying the mission, strategic objectives and tasks of the Medical College as well as the efficiency of its use.	+			
91	The Medical College improves the conditions of student training by means of regular updating, expansion and strengthening of material and technical resources which have to correspond to progression in practical training.		+		
92	The Medical College carries out assessment of dynamics of development of material resources and information support, efficiency of use of assessment for adjustment in planning and distribution of the budget.	+			
TOTAL		11	4	1	0
GRAND TOTAL		77	8	4	0