



«АККРЕДИТТЕУ ЖӘНЕ РЕЙТИНГТІҢ  
ТӘУЕЛСІЗ АГЕНТТІГІ» КЕМ

НУ «НЕЗАВИСИМОЕ АГЕНТСТВО  
АККРЕДИТАЦИИ И РЕЙТИНГА»

INDEPENDENT AGENCY FOR  
ACCREDITATION AND RATING

# REPORT

on the Results of the Work of the External Expert Commission against Compliance  
with the Requirements of Specialized Accreditation Standards  
Major "Nursing Care"  
of Interdent Medical College, LLP, 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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## LIST OF DESIGNATIONS AND ABBREVIATIONS

AMS – Administrative and Managerial Staff  
WHO – World Health Organization  
SCES – State compulsory education standards  
LLP – Limited Liability Partnership  
IHO – International Health Organization  
MES – Ministry of Education and Science  
FSA – Final State Attestation  
IAT – Institute for Advanced Training  
HO – Healthcare Organization  
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 – Cycle Methodological Commission  
ICT – Information and Communication Technology  
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).

## **(I) INTRODUCTION**

Pursuant to the IAAR order No. 7-18-OD of January 24, 2018, from February 20 to 22, 2018, External Expert Commission (EEC) visited Medical College Interdent, LLP whose business activity is VET. An assessment was carried out of conformity of educational programs:

0301000 "Medical Care" with qualification of "Physician Assistant", "Midwife";

0302000 "Nursing Care", with qualification of "General Practice Nurse"; 0306000 "Pharmacy" with qualification of "Pharmacist".

**with the IAAR standards of institutional and specialized accreditation.**

1. Chairman of the Commission – Zhagparova Aitzhamal Khambetovna, Head of Quality Control Department of North Kazakhstan Medical College (Petropavlovsk);
2. Expatriate expert – Saktanova Tamara Sultanovna, Representative of medical HEIs at the Educational and Training Center Gaudeamus in Kyrgyzstan (Bishkek, KR);
3. Expert – Amanzholova Tatiana Kadyrovna, Vice-Principal for practical training of the non-commercial educational institution Kazakh-Russian Medical College (Almaty);
4. Expert – Sherimbetova Akmaral Aitbaevna, Acting Headmaster of MSE on REM "Medical College" of Almaty Public Health Department (Almaty);
5. Expert – Zhekseminova Ainur Karimbekovna, Vice-Principal for Learning Support of LLP Taraz-Bolashak Medical College (Taraz);
6. Employer – Alibaeva Gulsim Nurmaganbetovna, Head Nurse of Kazakh National Research Institute of Oncology and Radiology (Almaty);
7. Student – Aimirza Samal Nurlanovna, third year student majoring in "Medical Care" of the non-commercial educational institution Kazakh-Russian Medical College;
8. Observer from the Agency – Dzhakenova Alisa Satbekovna, Head of Medical Projects of the Agency (Astana).

## **(II) INTRODUCING THE EDUCATIONAL ORGANIZATION**

Medical College Interdent was founded in 1998 as a Republican Clinical Center Dentistry to meet the needs of dental clinics in nurses and dental technicians. In 2007, the college was renamed to Medical College Interdent with the possibility to prepare paramedical workers in three specialties: "Orthopedic dentistry", "Pharmacy", "Nursing Care".

Form of ownership: private. Main activity: educational.

The College is located at: 549, Seifullin Street, Almaty; Telephone: 8 (727) 267-58-88, Web site: [www.interdent.kz](http://www.interdent.kz) E-mail: [info.interdent@](mailto:info.interdent@).

The Medical College carries out its activities in accordance with the following constituent documents:

- State License series AA-5 No. 0106701 of 29 October 2010 issued by the Almaty Municipal Department for Control in Education of the Almaty Committee for Control in Education and Science of the Ministry of Education and Science of the Republic of Kazakhstan.
- RK Taxpayer Certificate No. 600700192483.
- Certificate of State Registration of a legal entity.
- The College Charter approved by the Founder's Resolution No 6 of September 29, 2008 and registered with the Almaty city Department of Justice, the Republic of Kazakhstan.

- State License series AA-5 No. 0106701 of 23 August 2010 for medical activities of the medical room issued by the Almaty Department of Economy and Budget Planning.

There are opinions of the sanitary-epidemiological and fire services for the use of the educational building.

Director of the Medical College Interdent is Tokbergenova Gulmira Telmanovna, Candidate of Pedagogical Sciences, Honorary Worker of Education of the Republic of Kazakhstan.

On the basis of the State License, the College carries out the training of paramedical personnel for specialities:

0301000» Medical Care» with qualifications 0301013 "Physician Assistant" with the term of study 2 years 10 months, 3 years 10 months. and 0301023 "Midwife", with the term of study 2 years 10 months.

0302000 "Nursing Care" with qualification 0302033 "General Practice Nurse" with the term of study 2 years 10 months, 3 years 10 months.

0306000 "Pharmacy" with qualification 0306013 – "Pharmacist" with the term of study 2 years 10 months.

Attendance: intramural, in Kazakh and Russian languages of tuition, on the basis of basic general and secondary general education.

Medical College Interdent occupies floors 4, 5, 6 of the building built in 1983. The total area of the main academic building is 2135 sq.m. The training facilities of the College are represented by 26 study rooms and 1 laboratory. The College has a library with a total area of 130 sq. m. which comprises the delivery desk, a reference room for 16 seats, and the library stack with area of 36 sq. m.

Physical culture classes and recreational activities are conducted in the sports hall with an area of 219 sq.m, located on the College grounds. There is also a medical center in the College.

To provide the students with meals, contracts have been concluded between the Medical College "Interdent" and refectories "Appetite", SE Nikulina A.G., and SE "Sapa" Mukhamedzhanov D.A.

The student body of the College is 720, of them 516 study in the Kazakh language. The student body majoring in 0302000 "Nursing Care" is 216, of them 178 study in the state language.

The educational process on major "Nursing Care" is carried out by 34 teachers. Full-time employees are 24 teachers (70.5%), of whom 1 (4.2%) has a scientific degree, 4 (17%) have the highest pedagogical category, 1 (4.2%) – has the first pedagogical category, 5 (21%) – the second pedagogical category; 33 teachers (97.1%) teach in the state language.

**Table 1 – Employment of graduates by majors**

o.	Qualification name	2017		
		Total Graduates	of them employed	by major, %
	0302000 – Nursing Care	55	39	71%
.1	0302033 – Qualification "General Practice Nurse"	55	39	71%

### Research projects

The College has organized circle research work.

Annually, students majoring in Nursing Care take part in the intracollege science-to-practice conference for the best scholarly work "Discovering the World..." — "Әлемді ашамын...", following which students take an active part in the regional science-to-practice conference. In 2014-2015 academic year, at CMC, work of research-and-search circle Meirim (Benevolence) was organized. Under the guidance of the Infectious Diseases teacher, Bekbatyrova G.T., the student of Group 302, Beisenova Nazerke presented the scientific work "Тамақтан улану – тағам токсикоинфекциялары" (Food poisoning - food-borne toxic infections) and won the 3rd prize. In 2016-2017 academic year, the student of Group 300, Kim Olga prepared a scholarly work on the topic "Influenza" (supervised by Bekbatyrova G.T.). In the current academic year, the teacher in the subject "Diabetes Mellitus in Therapy", Tleuov Zh.E. together with the student of group 207 Salaeva Shassada, are working on the topic "Дұрыс тамақтанбау нәтижесінен дамыған анемиялар" (Anemia due to Malnutrition). Under the guidance of the teacher in the subject "Infectious Diseases" Kiyzbaeva A.N., the student of Group 207 Dosymbek Akerke gears up for the intracollege science-to-practice conference of 2017-2018 academic year on the topic "Терінің жұқпалы ауруы - безеу" (Skin Infections — Acne).

### (III) DESCRIPTION OF THE EXTERNAL EXPERT COMMISSION'S VISIT

The EEC carried out its work on the basis of the Programme of Visit of the Expert Commission for Specialized Accreditation of the Nursing Care educational program to LLP Medical College Interdent in the period from February 20 to February 22, 2018.

In order to obtain objective information about the quality of the Nursing Care educational program and the entire infrastructure of the College, to clarify the content of the Self-Assessment Report, meetings were held: with the Principal, Vice-Principal for academic affairs, Vice-Principal for educational work, Vice-Principal for curricular practical work, Chief of Personnel Department, Chairmen of CMC, Head of the Nursing Care Department, educationalist, Chief Accountant, teachers, students, alumni, employers. In total, 272 people took part in the meetings of the first cluster.

**Table 2 – Information on the number and categories of meeting attendees**

<i>Category of attendees</i>	<i>Quantity</i>
Principal	1
Vice-Principal	4
Heads of Departments	7
Chief Accountant	1
Chief of Human Resources Department	1
Teachers	50
Students	128
Alumni	65
Employers, social partners	15
<b>Total</b>	<b>272</b>

During the work of EEC, a visual inspection of the College infrastructure was carried out: classrooms, computer classes, library, reference room, medical center, meal station, training and clinical center, pre-clinical practice rooms, gym. The documentation of the cycle methodological commissions, departments that implement the educational program to be accredited has also been studied. Practical training premises for programs to be accredited were visited: SME on REM City Cardiology Center, SME on REM "Children's City Hospital No. 2", SME on REM City Maternity Home No. 5, LLP Ear-Nose-Throat (ENT) Center Ai-Medicus.

In order to conduct job training and work placements, the College has concluded contracts with the leaders of 34 medical organizations in Almaty. There is a close connection with medical organizations that are the clinical bases. The social partnership in the field of medical education is aimed at bringing the level of personal training closer to the needs of employers, strengthening the ties of the College with medical organizations. With the purpose of strengthening and development of social partnership between medical organizations and the College, a certain joint work is carried out in the following areas: forecasting of training of qualified specialists, patient-focused approach in training, improvement of relations between the educational institution and medical organizations. In the established practice, such forms of cooperation are often used as practical training of students on real workplaces, participation of employers in assessment of trainees, joint carrying out of events, meetings with schoolchildren and parents, arrangement of excursions to the College, acquaintance with the profession.

In basic medical organizations, the necessary conditions for qualitative work placements have been created, 5 study rooms for students of the College have been allocated: SME on REM City Cardiology Center, SME on REM "Children's City Hospital No. 2", SME on REM City Maternity Home No. 5, LLP ENT Center Ai-Medicus, University Clinic Aksai.

When visiting the practical bases, the experts got acquainted with the material and technical facilities of the medical organizations, visited their administrative buildings, departments where students undergo apprentice training and professional internship. The senior physicians, chief and senior nurses met with the members of the EEC (SME on REM Cardiology Center – Shukrgaliyeva Z.A., Maternity Home No. 5 - T. Rakhmetdildayeva, SME on REM Children's Clinical Hospital No. 2 - Kuatbekova S.B., Chief of the ENT Center Ai-Medicus A.Sh. Turginbaeva), senior nurses, heads of departments, who told about the requirements for interns and placement students, about the process of passing the internships and work placements. Employers actively participate in the preparation of working curricula, as well as in the assessment of knowledge and skills of students during the final state attestation of graduates. During the visits to the practical bases, meetings were held with 13 alumni of the College, different years of graduation, who work in the visited medical organizations. They shared with the EEC members about their career successes, their achievements, expressed their gratitude for the deep knowledge gained in the College.

For the period of passage of on-the-job training and work placements, the Principal of the College and the medical organizations' CEOs appoint general and immediate supervisors. Feedback from the leaders of medical organizations about the College students and alumni are positive.

Also, during the visit, theoretical and practical sessions were visited in Fundamentals of Pharmacology, Nursing Care in surgery and resuscitation departments. A review of the classes visited has shown that the teachers have calendar-thematic plans, approved working curricula, TPs; overall, all the sessions visited were conducted at an adequate methodological level. The educational event "АЛҒЫСЫМ САҒАН – МӘҢГІЛІК ЕЛ!" (My thanks for you - Eternal country!) was visited.



#### (IV) DESCRIPTION OF THE PREVIOUS ACCREDITATION PROCEDURE

No accreditation have been conducted previously in this educational institution.

#### (V) CONFORMITY OF SPECIALITY "NURSING CARE" WITH THE SPECIALIZED ACCREDITATION STANDARDS

##### 6.1 *Standard "Mission and Leadership"*

###### ***Evidential part***

The vision, mission and strategy of development of the College are consistent with each other, adequate to available resources, demands of labour market and the educational policies of the Republic of Kazakhstan.

**College Vision:** Striving to strengthen the market position by improving the educational services demanded in the labour market, meeting the needs of practical health care, strengthening the internal environment of the College, forming the key competencies of the future specialist through the contents and technology of the educational and bringing-up process.

**College Mission:** Modernization of the content of the educational process as a tool to improve the quality of training of competitive specialists.

###### **Strategic Goal:**

- assuring the modern quality of education on the basis of preservation of its fundamental character and conformity to actual and perspective needs of the RK;
- creating optimal conditions for improving the quality of education and upbringing in the College;
- ensuring the improvement of vocational and subject oriented training of students;
- implementation of measures to materially enhance the role of the competency-based approach in education, the mastering of modern pedagogical technologies, innovative methodologies, ICTs by teachers, aiming at the formation of key competencies of students;
- improving the conditions for the organization of the educational process in order to create a comfortable educational environment in the College for all categories of students, to preserve and strengthen the health of students, for individual development and moral formation of students' personality;
- optimizing the content and organization of the educational process in accordance with the primary vocational educational programs and the needs for specialists with secondary medical and pharmaceutical education;
- improving the teaching methodology of clinical and pharmaceutical disciplines and using the innovative teaching and learning technologies;
- planning and organization of theoretical and practical training of students;
- control over quality of training and further and upgrade training of the teaching staff;
- creation of a favorable moral and psychological climate in the collective, among teachers and students;
- introduction of best pedagogical practices in the learning process;
- continuous improvement of the quality of material, technical and information support;
- creation of conditions for the functioning and development of educational system of the College

The Mission, goals and objectives for the development of the College were determined on the basis of the provisions of the State Program for the Development of Education for 2011-2020, the Strategic Plan for the Development of the Republic of Kazakhstan to 2020, the Comprehensive Plan for Development of Nursing Care in Kazakhstan to 2020, the Address of the President of the Republic of Kazakhstan, N.A. Nazarbayev to the people of Kazakhstan "Kazakhstan-2050 Strategy. New political course of the established state."

The Vision and Mission of the College are adjusted to take into account the new program documents and the annual Address of the President of the Republic of Kazakhstan, N.A. Nazarbayev to the people of Kazakhstan.

The strategy of development of the College is focused on sustainable development and growth of competitiveness of the provided educational services. The College Mission, goals and objectives within the framework of the Development Strategy were discussed and approved at the meeting of the Pedagogical Council (Minutes No. 1 of August 31, 2017)

The College pays adequate attention to the development of mechanisms to support the Mission, goals and objectives. The principal documents for the implementation of the goals and objectives of the College are: Strategic Plan of the College development, Work Plans of the Pedagogical Council, methodological Council, educational work, work plan of the CMC. All of them are approved annually at the first meeting of the Pedagogical Council in August.

The organization systematically collects, accumulates and analyzes information about its activities and conducts self-assessment in all areas, on the basis of development and implementation of measurement and analysis processes to assess the success of its own strategy through indicators such as "performance" and "efficiency". Based on the Development Strategy, the College administration annually develops and approves the main objectives and specific indicators that should be achieved at the end of the academic year. The analysis of the College activity in accordance with the criteria of specialized accreditation has shown that: The College has a clearly articulated and clear Mission, which is being implemented in accordance with the established priorities of the Ministry of Health of the RK and clearly defines the purpose of the College and its development strategy. The Mission, goals and objectives are carried out within the framework of the main development priorities, for which the respective financial, human and methodological resources are allocated that ensure implementation in a changing external socio-economic environment; the contribution of the College in educational development taking into account the policy in the field of education and public health should be noted.

In the field of managing various processes of the College activities (educational, methodological, educational), the executive documents are also applied: decisions of collegiate bodies (Pedagogical Council, methodological Council, meeting at the Principal's, Council of curators of groups, the Council for prevention of infringements, monitorships), orders and instructions of the Principal by areas of activity, documents on the staff members and students, planning, reporting, financial and accounting documents.

The wording of the Mission, Vision and Strategy of the College fully reflects the individuality and uniqueness of the College.

**At the same time**, a questionnaire survey of the pedagogical staff, in which **37 people (46.2%** of the total number of teaching staff) took part, showed a fairly high level of assessment of the College's compliance with the criteria of this Standard.

So, for example, the reflection of the College Mission in curricula, in their opinion, is at a fairly good level (**97.3%**); the engagement of teachers in the process of making managerial and

strategic decisions **96.8%** of respondents.

***Analytical Part***

Analysis of the College compliance with the criteria of this Standard in general speaks of the maturity of the administrative and management staff in understanding the importance of clear strategic, tactical and operational planning for achieving the set goals and objectives, of the existence of a comprehensive system of development and continuous improvement in this organization.

The main advantage of the college is its systematic approach to involving representatives of all groups of stakeholders, including students and employers, in the process of planning and evaluating.

***Strengths/Best Practices:***

- The vision, mission and strategy of the College are consistent and harmonized with each other;
- The declared Mission and strategic goals are consistent with the goals and objectives in the field of the national system of technical and vocational, post-secondary education, development of the region;
- All the dynamics of the academic program in all areas is carried out in accordance with the Mission, Strategy, available resources of the College, which ensure the achievement of the ultimate outcomes of training.
- Timely revision of the College Mission, Goal and policy.

***EEC conclusions by criteria: (Strong/satisfactory/imply improvements/unsatisfactory)***

In general, in regard to this Standard, the activities of the Organization meet the applicable requirements/criteria. But at the same time, the Medical College needs to improve the material and technical facilities and resources to uttermost the achievement of strategic goals and Mission.

Quantitative indicators reflecting the Organization's compliance with the Standard criteria/requirements are as follows:

***Strong positions – 8***

***Satisfactory – 0,***

***Imply improvements – 0,***

***Unsatisfactory – 0***

***6.2. Standard "Educational Programs"***

***Evidential part***

In the College, the training of cadres in the major "Nursing Care" is carried out on the basis of the 2013-2016 SCES.

The documentation on educational programs, developed by the College, includes the working academic programs, schedule of educational process, schedule of classes, working curricula of disciplines, course schedule, programs of apprentice training and professional internship.

The content of educational programs in the College is lined up in accordance with the Model Curriculum of the specialties/majors. When developing the working curricula of specialties, the College changed up to 30% the amount of study time for the cycles of disciplines (a norm allowed by the requirements of the SCES) while maintaining the total amount of study time allocated for the development of the vocational training program.

Working curricula for all specialties have been discussed and reviewed at the meetings of the Methodological Council and approved by the College Principal.

The College management arrives to conclusions that the EP correspond to the Mission of the College and the students' demands based on the feedback of employers, where the college alumni work.

The College pays special attention to vocational training: lectures, hands-on sessions in general vocational and special disciplines, apprentice training, professional internship.

The types of practice of College students are: apprentice training and work placement. For better organization and conduct of the apprentice trainings and work placements, the College has concluded 34 long-term cooperation agreements with the medical organizations of the city.

The understanding by management of the importance of effective interaction with social partners in the field of the content of education is evidenced by the facts of involving partners in the preparation of working training programs for apprentice training and work placement, taking into account professional requirements for specialists.

Employability is monitored out on a systematic basis. The share of employed graduates has a tendency to increase: In 2014/2015 – 65%, in 2015/2016 – 59.6%; in 2016/2017 – 71.3%, which proves the demand of practical health care in the graduates of the Medical College; this is facilitated by close relationship with the employers of the city and region.

**The questionnaire survey of the teaching staff conducted during the visit of the IAAR EEC showed that:**

- The EP content satisfies: very good – **62.2%** of respondents, good – **37.8%**;
- **100%** of respondents are satisfied with the attention the College management pays to the content of the academic program
- **91.5%** of respondents are satisfied with formation of ability to analyze situations and to make forecasts of students in the AP.

#### ***Analytical Part***

It is important for EP management to understand not only the participation of the social partners in the development of vocational training programs, but also the involvement of partners in the organization and preparation of standards for practical skills of the EP taking into account the requirements for specialists in practical public health.

Based on the findings of the review and analysis of the compliance of the evidence base with the criteria of the Standard, the experts of the EEC make an assumption that given a high level of material and technical equipment and the professional potential of the IPR, the mechanisms of continuous improvement and development of the EP are not sufficiently developed in the organization.

Thus, according to experts:

- Educational programs and teaching methods are based on modern teaching principles, nevertheless, in practice it is not enough to use innovative methods of teaching which help to form in students the responsibility for the process of their education.
- Operational link between the educational program and the subsequent stages of vocational training (bachelor's degree course, concentration) and the practice, which the student will begin upon completion of study, is not represented sufficiently.

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

- The set goals of the EP and the ultimate outcomes of the training achieve qualitative

assessment of professional skills through effective cooperation between health care organizations and educational organizations.

- The training equipment and software applications used for mastering the academic program are similar to those used in the relevant medical organizations.

- The Medical College guarantees that students acquire sufficient knowledge and professional skills to provide qualified medical services;

- The organization provides equal opportunities for students, including regardless of the language of tuition;

- The organization demonstrates the formation of basic and professional competencies, skills and knowledge blocks in students;

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

- Continue work on perfection of innovative methods of training;

- Establish work on maintenance of the operational link between the educational program and the subsequent stages of professional training (bachelor's degree, concentration, continuous professional development/ continuing medical education) or practices upon completion of the training.

#### ***EEC conclusions by criteria:***

In general, in regard to this Standard, the activities of the Organization meet the applicable requirements/criteria.

Quantitative indicators reflecting the Organization's compliance with the Standard criteria/requirements are as follows:

***Strong positions – 7, satisfactory – 2, imply improvements – 0, unsatisfactory – 0***

#### ***6.3. Standard "Effectiveness of educational program"***

##### ***Evidential part***

The procedures for assessing the level of knowledge of students are drafted in accordance with the planned learning outcomes, meet the objectives of the educational program, are consistent with their purpose and are built on the basis of clear generally accepted criteria. In working educational programs and educational-methodical complexes of teachers the SCES requirements to knowledge, skills and competences of students are reflected. The content of each discipline is aimed at the formation of professional competence in students. Examination papers of students include questions that test the knowledge, skills and competencies stated in the curricula and educational and teaching and learning support packages.

Monitoring of the quality of students' knowledge by groups, majors and years of study is conducted at the end of each semester. The curator of a group fills in the consolidated summary sheet, where the academic performance, attendance, average score and quality measure for the semester are reflected. Based on these data, the head of the department compiles a report for the major and courses/years of study. The analysis of the results of the final state attestation is conducted by the Chairman of the attestation commission appointed from among employers and representatives of practical public health care. Results are heard at the pedagogical council, corrective actions are outlined.

In Medical College interdent, the Vice-Principal for curricular practical work and the heads of

the departments are engaged in the matters of employability/employment of graduates. Employment of graduates is carried out during the passage of work placements in medical organizations to vacancies of the medical organizations of city and other regions of the country, as many students leave for the passage of the work placements at the place of residence with subsequent employment (the southern regions of the country prevail). The college is integrated with the medical and prevention organizations of the city, whose work is closely interconnected. The analysis of the labor market indicates the demand for graduates of the speciality "Nursing Care", which determines the plan of recruitment of entrants.

The analysis of employment of graduates of 2017 has shown that out of **55** graduates **39 (71%)** are employed.

Complaints and suggestions of students can be accepted in the course of conversation with the curators of groups, heads of the department, vice-principals. Also, on various issues, students can apply to the President of the student self-government, for the solution of which the President of the College has the right to apply to the Principal, vice-principals, and heads of structural divisions.

The timing of the consideration of appeals and complaints depends on their nature. There is a "trust box" for anonymous reports of students. In recent years, there have been no complaints about the educational process and the quality of education.

In the College, there is a process of regular collection and analysis of information that reflects the dynamics of satisfaction of students, graduates and employers. Information about the satisfaction level is reported to the teachers and staff of the Medical College Interdent at the meetings of the Pedagogical Council.

*The questionnaire survey of the students conducted during the visit of the IAAR EEC showed that:*

- The overall quality of educational programs: "completely satisfied" **97.3%** of respondents – **100%** satisfaction;
- Overall methods of training: "completely satisfied" - **97.3%** of respondents – **100%** satisfaction;
- Quality of teaching - "Completely satisfied" – **98.7%**of respondents – **100%** satisfaction;
- Structuring the course content – "Completely satisfied" – **92%** of respondents – **100%** satisfaction;
- Efficiency of used teaching methods - "completely satisfied" **89.3%** of respondents –**100%** satisfaction.

#### ***Analytical Part***

Based on the findings of the review and analysis of the compliance of the evidence base with the criteria of the Standard, the experts of the EEC conclude that within the educational program "Nursing Care" it is established that the graduates achieve the expected learning outcomes and the effectiveness of the program is assessed.

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

- The college has a well-equipped material and technical base
- possibility to practice practical skills at the College's training and clinical center;
- Introduction of modern educational and information-communication technologies of training;

***Recommendations:***

- Continue the work for the introduction of scientific research into the educational curriculum.

***EEC conclusions by criteria: (strong/satisfactory/***

In general, in regard to this Standard, the activities of the Organization meet the applicable requirements/criteria.

Quantitative indicators reflecting the Organization's compliance with the Standard criteria/requirements are as follows:

***Strong positions – 7, satisfactory – 0, imply improvements – 0, unsatisfactory – 0***

***6.4. Standard "Teachers and Effectiveness of Teaching"***

***Evidential part***

The educational process on major "Nursing Care" is carried out by 34 teachers. 24 teachers (70.5%) are full-time employees.

Organizational-staff structure, the practice of selection and study, enrollment and placement of personnel, the formation of a quality reserve of the college are aimed at creating the necessary conditions for effective activities to solve educational tasks.

Qualification requirements to the teaching collective of the College are defined in accordance with the "Standard qualification characteristics of the positions of pedagogical workers and persons equated to them", approved by the Order of the Minister of Education and Science of the Republic of Kazakhstan of July 13, 2009 No. 338.

Selection and deployment of personnel is carried out taking into account their business acumen and professional qualities. The teachers are distributed by disciplines in accordance with their diploma qualifications.

The administration pays particular attention to younger teachers: the Young Teachers School operates in the College, the Mentoring School is organized, assistance in mastering theoretical and practical materials in the content of the program and organization of the educational process is provided.

The annual workload of pedagogical workers is defined according to the normative legal documents. Performance of the training load is reflected in the gradebooks, in the teacher reports on the teaching and educational work performed.

At the beginning of the academic year, the teachers draft "individual work plans", which are considered at the sessions of cyclic methodological commissions. In an individual plan, the teacher reflects the organizational moment, academic and methodological work, research and practical work, educational work, upgrade of the target qualification (visits to workshops, coachings, master classes, trainings, conferences, etc.), enhancement of pedagogical mastery.

In regards to the teaching and methodological work, a teacher reflects the activities on the development of working curricula in accordance with the state compulsory educational standards, development of course schedules, preparation of guidance papers, TPs, examination materials to conduct current, formative and summative assessments of knowledge, development of instructional materials, preparation of materials for pedagogical coachings on modern methodological techniques.

Educational work is reflected in accordance with the plans of the CMC and the College as a whole. The head of the CMC monitors the Implementation of individual work plans of teachers by all sections. At the end of the academic year, teachers submit to the Head of the CMC the reports on the implementation of individual plans in the approved form and activities in accordance with the criteria for assessing the activities of the teacher. The reports are discussed at the meetings of the CMC. Non-fulfillment of the planned work without a valid reason is also considered in accordance with the criteria. The head of the cycle methodical commission writes his/her opinion in the minutes.

During the last 5 years, the teachers of the College have passed the refresher courses through the Training and Methodological Center Tabys, Turan University, Kanban (Kenzhagarina L.S.), as well as at ABiA Consult LLP (QMS courses), JSC National Center for Advanced Training Orleu (Development), S.D. Asfendiyarov KazNMU. Additionally, training of teachers is carried out by participating in workshops, conferences, contests at the city and republican levels.

The following basic forms and methods are used to improve the qualifications of the College teachers:

- passing the refresher courses;
- active participation of teachers in the planned activities of the College, city, oblast, Republic;
- reciprocal classroom visits of colleagues;
- research work;
- mentoring;
- participation in methodological seminars, conferences, methodological exhibitions, pedagogical readings;
- engagement in the work of the Young Teacher School, School of Pedagogical Excellence.

The founders of the College annually allocate funds for training of the teaching staff.

Young teachers raise their professional level by studying in a magistracy, receiving a second higher education.

The work of teachers is systematically evaluated by a number of directions: the quality of teaching the discipline, quality of maintaining the teaching load, presence of learning and teaching support kits on the taught discipline, drawing up of collections of lectures and guidance papers, the conduct of demonstration training sessions, presence of published articles, participation in the public life of the College, district, city. The assessment is made by the Chairmen of the CMC, the methodologist, the Heads of the departments, the vice-principals for academic, educational, and practical work in accordance with the areas of activity. At the meeting of the CMC, the results of the criteria are analyzed and brought to the attention of every teacher of the CMC.

***The questionnaire survey of the teaching staff conducted during the visit of the IAAR EEC showed that:***

- The content of the educational program satisfies the needs of the pedagogical staff by **100%**
- The college provides opportunity for continuous development of teachers' potential by **97.3%**
- innovation activity of the teaching staff is encouraged by **97.3%**
- work for professional development of the teaching staff is delivered by **100%**
- the level of provision of incentives and attraction of young specialists to the educational process – **97.3%**.



### ***Analytical Part***

Based on the findings of the review and analysis of the compliance of the evidence base with the criteria of the Standard, the experts of the EEC conclude that, given a sufficiently flexible organizational structure and high staff potential in the College:

- the mechanisms of introduction of information technologies and innovative methods of teaching have not been adequately worked out on the basis of monitoring and evaluating the effectiveness of their use (studying, synthesizing and disseminating positive pedagogical experience, developing and replicating author educational and methodological products, etc.).
- It is necessary to intensify activity of the College administration to increase of category population of the pedagogical staff of the educational program;

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

- The organization demonstrates the recruitment system which is based on the analysis of the needs of the AP. Selection and deployment of personnel is carried out on the basis of approved procedures, taking into account their business acumen and professional qualities.
- The teachers are distributed by disciplines in accordance with their diploma qualifications and/or work experience in a production; all personnel procedures are transparent;
- The college implements purposeful actions for the development of young teachers (the Young Teacher School);
- The pedagogical collective actively participates in the life of the professional community;

### ***EEC Recommendations:***

- Enhance the activity to increase category population of the pedagogical staff of the academic program "Nursing Care";
- Improve the system of information and methodological support of teachers (exchange of experience with other organizations of education);

### ***EEC conclusions by criteria: (Strong/satisfactory/imply improvements/unsatisfactory)***

In general, in regard to this Standard, the activities of the Organization meet the applicable requirements/criteria.

Quantitative indicators reflecting the Organization's compliance with the Standard criteria/requirements are as follows:

***Strong positions – 11, satisfactory – 0, imply improvements – 0, unsatisfactory – 0***

### ***6.5. Standard "Students"***

#### ***Evidential part***

Information on the rules and procedures for admission is posted on the College's website, in booklets, brochures that were distributed during the Doors Open Days. An entrant has the opportunity to receive a consultation at the Admission Board which starts to work on June 1. The College has set up a commission on career guidance work, whose plan covers issues of the conduct of career guidance in schools and medical and preventive organizations in Almaty, Almaty Oblast, the Republic. A Doors Open Day is held every year. For entrants booklets, promotion and information materials are available. For first-year students, interviews and conversations are held on the onboarding in the College and psychological and pedagogical support; guidebooks are developed in the state and Russian languages, which are issued by group curators at the beginning of the academic year. The guidebook covers: information about the College background,

administration, working hours of all structural units. guidelines on the organization of the educational process, the system of academic performance monitoring and evaluation, the procedure of payment for tuition.

For the effective organization of the educational process, the College has developed the primary documents that regulate the educational activities: the College Charter, internal regulations, the schedule of the educational process, the schedule of training sessions, circles, sections and additional classes.

The program of professional internship corresponds to the state standards of specialties of technical and vocational education, fully meets the goals and objectives of training of specialists. Throughout the internship period, students receive advice from the leaders of the work placements, as well as from the persons in charge of the internship on the ground.

Satisfaction of representatives of employers from organizations and enterprises with the quality of the College students training is evaluated through questionnaires.

The educational institution LLP Medical College Interdent is a member of the Almaty Association of Colleges. According to the plan of the Association, the College Student Council takes an active part in career guidance work, city competitions, city contests, student's contests, round tables, discussions, at the annual Student Self-Government Forum "Altyn Urpak" (Golden Generation). The students take part in the organization and holding of the academic conference dedicated to the Day of the First President "100 Steps to the future – a step towards the prosperity of Kazakhstan"; science-to-practice conferences: "550th Anniversary of the Kazakh Khanate", "30th Anniversary of the December events", "25th anniversary of Independence of Kazakhstan", "70 Years of the Victory in the Great Patriotic War" and many others.

The Student Council holds city events and participates in those, including: charitable actions "25 Good Deeds" in rendering assistance to the Society of the Council of Veterans of Almaty, the Department of Pediatric Oncology of the Scientific Center of Pediatrics and Children's Surgery, Children's Home No. 2, the Center for Palliative Care in Almaty (Hospice).

Students of the College participated in the City Spartakiad dedicated to the 20th anniversary of the Assembly of Peoples, and won the 2nd prize in the national game Togyz kumalak ("nine sheep droppings"), the third prize in table tennis.

The students of the College take an active part in urban and district moral and patriotic events.

In honor of the "550 Anniversary of the Kazakh Khanate", the College held a historical and musical evening and a meeting in the House of schoolchildren of Almaty district with the participation of Edil Noyanov, Candidate of Historical Sciences, Associate Professor.

In the line of the Almaty district Department of internal Affairs, the College students were awarded the diploma for active participation in the KVN under the aegis of "ҚЫЛМЫСҚА ЖОЛ ЖОҚ!" (No to Offense!).

The college provides its graduates all-round assistance in the employment. For the purpose of employment of graduates, at the premises of City Clinical Hospital No.12, the Employment Center of of Almaty District annually, in the spring, holds the "Vacancy Fair" which is attended by the Heads of Department of Health and Heads of medical institutions. Leaders of the medical institutions inform the College Principal on the available vacancies for middle-tier employees.

The employment rate is 71%, which proves the demand in the College graduates.

During the visit, EEC experts noted the existence of mechanisms for monitoring the satisfaction of students with the activities of the VET organization in general and with individual services in particular.

The effectiveness and quality of the functioning of the feedback system, including, inter alia, the operational presentation of information on the results of knowledge assessment, are evidenced by the findings of the *student questionnaire survey conducted during the visit of the EEC of IAAR*.

Thus, the survey showed **94.1%** of total satisfaction of students with respect to the procedures and results of assessment of their knowledge and skills.

- The understandability of the evaluation criteria used by the teacher "completely satisfies" **82.4%** of respondents – **98.6% satisfaction**;

- Fully satisfied with that "the teacher impartially assesses the achievements of students" **80.9%** of respondents: **95.6% satisfaction**.

- 76.1% of respondents are "completely satisfied" with the objectivity and fairness of teachers: **89.3% satisfaction**;

- **94.1%** of respondents are "completely satisfied" with the fairness of exams and attestation: **97% satisfaction**;

- **92,6%** of respondents are "completely satisfied" with the exams and tests: **100% satisfaction**;

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

- The students are sufficiently aware about the content of the AP, the criteria of assessment of their knowledge and skills.

- The College guarantees the quality of programs and allocates resources for the quality provision of educational services.

- The college provides opportunities for students to participate in the management of the educational program.

- Student self-government functions;

#### ***EEC Recommendations:***

- Establish a system of academic counselling of students on the choice of elective classes, on employment;

- Improve the provision of social and financial support for students.

#### ***EEC conclusions by criteria: (Strong/satisfactory/imply improvements/unsatisfactory)***

In general, in regard to this Standard, the activities of the Organization meet the applicable requirements/criteria.

Quantitative indicators reflecting the Organization's compliance with the Standard criteria/requirements are as follows:

***Strong positions – 5, satisfactory – 3, imply improvements – 0, unsatisfactory – 0***

### ***6.6. Standard "Learning Resources"***

#### ***Evidential part***

The training facilities of the College are represented by 26 study rooms and 1 laboratory. Premises designated for classrooms and laboratories meet the sanitary and hygienic requirements, the number of students that study therein, accommodate the educational equipment and special

furniture provided by the tables, allow to observe the safety rules during practical and laboratory work. The design of all the classrooms of pre-clinical practice is as close as possible to the arrangement of the workplace of the future specialist. Study rooms and laboratories are equipped in accordance with the internal list of available equipment approved at faculty meeting No. 2 on November 2017 and drafted on the basis of the "List and norms of resources of study rooms and laboratories of secondary medical and pharmaceutical education", according to the order of Minister of Healthcare of the RK of May 29, 2015 No. 423 on "Standards of equipping preclinical simulation study rooms of medical colleges", the Provision on study rooms, and "List and norms of resources of study rooms and laboratories of secondary medical and pharmaceutical education" of the association of legal entities Union of Medical Colleges dated November 16, 2012, library with reference room, sports hall, medical center, computer rooms. Pursuant to the development strategy of the College, the study rooms and laboratories are equipped with the necessary equipment to ensure the quality of education. Each study room has a prescribed standard set: passport, students occupational safety briefing log, list and standards of the study room and laboratory resources, the work plan of the study room, extracts from SCES by the sections "Requirements to the level of training", "Content of the educational and professional program", teaching and learning support kits on the subject, course schedules on the subject, working programs on apprentice training and professional internship, effective orders, instructions, samples of medical documentation. There are decorated stands containing all the necessary information for the students.

In order to effectively implement educational programs, the College leadership strengthens and modernizes material and technical resources. The dynamics of material and technical resources development is positive. All study rooms and classrooms are equipped in accordance with the implemented program of education, with qualification requirements, in accordance with the standards of sanitary and fire safety. Provision of students with computer and information resources is adequate to conduct a quality educational process, meets the licensing and certification requirements. The web site operates in the state and Russian languages, offers its readers full information about the College, the Principal's blog with answers to questions.

### ***Analytical Part***

Regarding the standard "Learning Resources", it can be noted that accessibility of well-arranged information for students is provided for the learning process in all subjects taught.

Training equipment and computer technology meet safety requirements during operation.

The implementation of the EP takes into account individual needs and capabilities of students. Each student is given the opportunity to practice hands-on skills and abilities in the study rooms of pre-clinical practice, in the educational and clinical center, clinical bases.

At the College, free access to educational Internet resources is arranged, information technologies are integrated, the use and development of innovative learning technologies by the pedagogical team is monitored, including those based on ICTs. There is an electronic schedule system, three monitors broadcast the schedule of groups, both for one school day and for the entire semester, indicating the classrooms and teachers for the discipline.

Equipping of study rooms and laboratories is in accordance with the List and standards of resources of the study rooms and laboratories of secondary medical and pharmaceutical education, the Order of the Minister of Healthcare of the RK of May 29, 2015 No. 423 on Standards of equipping preclinical simulation study rooms of medical colleges, and the Provision on study rooms. The Training and Clinical Center is equipped with modern manikins, phantoms and dummies for

hands-on practicing skills and abilities in special disciplines.

In total, the College has 64 computers of the new generation, 15 laptops, 4 TV sets, 4 MFPs, 4 multimedia projectors with a screen, interactive whiteboard. All computers of the College are connected to a local network and have access to the Internet through a broadband Internet channel with a speed of up to 10MB/s. Also there is a separate Internet channel, with Wi-Fi system installed for wireless access to information Internet resources. For printing and photocopying of educational documentation, the structural units of the College are equipped with copying-and-duplicating equipment: printers, photocopiers, 3-in-one MFPs (printer/copier/scanner) – in the amount of 9 units. The college has a Web site ([www.interdent.kz](http://www.interdent.kz)) in two languages (state, Russian), which is constantly updated and upgraded. The site hosts information about the work of the College as a whole, and of its departments (curricular, methodological, educational and production work and educational work), information about the administration, the work of the library, the sports life of students, the rules for admission of entrants. In the "News" section one can find out about the events held, the achievements of individual students, teachers and the College as a whole. To date, the site, its interface undergo improvements for a wider functionality and an increased number of information pages.

The library stock of the College fully meets the requirements and contributes to the achievement of the College mission and its goals. The cooperation agreements were concluded with the library of S.D. Asfendiyarov KazNMU, the Youth Library named after Zhambyl. The book stock of the College library (taking into account cooperation with the library of S. D. Asfendiyarov KazNMU) is 20,986 books.

The number of educational literature on general education disciplines is 1500 copies, on special disciplines – 16,540 copies.

The library stock of the Medical College is annually completed with new educational and scientific-medical literature. In academic year 2017-2018, 8,030 copies of educational and methodological literature was acquired.

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

- The training equipment and software applications used for mastering the academic program are sufficient and meet safety requirements during operation.
- The educational institution has been creating a learning environment that promotes the formation of basic and professional competencies and takes into account the individual needs and capabilities of students
- The college has been creating conditions for the development of applied skills of students and teaching staff in the disciplines under study
- The College assessment of the dynamics of the development of material and technical resources and information support of the AP.
- The college has the required number of classrooms equipped with modern technical training facilities that meet sanitary and epidemiological standards and requirements.
- The College has the necessary number of computers, educational literature,
- Free access to educational Internet resources.
- The EP leadership has demonstrated the reflection of information that characterizes the EP on the Web-resource

### ***EEC Recommendations***

- Continue the work on staffing of the library stock with educational, methodological and scientific literature;
- Introduce the use of electronic textbooks in the educational process.
- Continue work on equipping of the Training and Clinical Center.

### ***EEC conclusions by criteria: (Strong/satisfactory/imply improvements/unsatisfactory)***

Strong – 8

Satisfactory – 4

imply improvements – 0

Unsatisfactory – 0

## **(VI) OVERVIEW OF STRENGTHS/BEST PRACTICES PER EACH STANDARD**

### ***Standard 1. Mission and Leadership***

- The vision, mission and strategy of the College are consistent and harmonized with each other;
- The declared Mission and strategic goals are consistent with the goals and objectives in the field of the national system of technical and vocational, post-secondary education, development of the region;
- All the dynamics of the academic program in all areas is carried out in accordance with the Mission, Strategy, available resources of the College, which ensure the achievement of the ultimate outcomes of training.
- Timely revision of the College Mission, Goal and policy.

### ***Standard 2. Educational Programs***

- The set goals of the EP and the ultimate outcomes of the training achieve qualitative assessment of professional skills through effective cooperation between health care organizations and educational organizations.
- The training equipment and software applications used for mastering the academic program are similar to those used in the relevant medical organizations.
- The Medical College guarantees that students acquire sufficient knowledge and professional skills to provide qualified medical services;
- The organization provides equal opportunities for students, including regardless of the language of tuition;
- The organization demonstrates the formation of basic and professional competencies, skills and knowledge blocks in students;

### ***Standard 3. Effectiveness of the Educational Program***

- The college has a well-equipped material and technical base
- possibility to practice practical skills at the College's training and clinical center;
- Introduction of modern educational and information-communication technologies of training;

#### ***Standard 4. Teachers***

- The organization demonstrates the recruitment system which is based on the analysis of the needs of the AP. Selection and deployment of personnel is carried out on the basis of approved procedures, taking into account their business acumen and professional qualities.
- The teachers are distributed by disciplines in accordance with their diploma qualifications and/or work experience in a production; all personnel procedures are transparent;
- The college implements purposeful actions for the development of young teachers (the Young Teacher School);
- The pedagogical collective actively participates in the life of the professional community;

#### ***Standard 5. Students***

- The students are sufficiently aware about the content of the AP, the criteria of assessment of their knowledge and skills.
- The College guarantees the quality of programs and allocates resources for the quality provision of educational services.
- The college provides opportunities for students to participate in the management of the educational program.
- Student self-government functions;

#### ***Standard 6. Learning Resources***

- The training equipment and software applications used for mastering the academic program are sufficient and meet safety requirements during operation.
- The educational institution has been creating a learning environment that promotes the formation of basic and professional competencies and takes into account the individual needs and capabilities of students
- The college has been creating conditions for the development of applied skills of students and teaching staff in the disciplines under study
- The College assessment of the dynamics of the development of material and technical resources and information support of the AP.
- The college has the required number of classrooms equipped with modern technical training facilities that meet sanitary and epidemiological standards and requirements.
- The College has the necessary number of computers, educational literature,
- Free access to educational Internet resources.
- The EP leadership has demonstrated the reflection of information that characterizes the EP on the Web-resource

### **(VII) SUMMARY OF RECOMMENDATIONS FOR QUALITY IMPROVEMENT**

#### ***Standard 2. Educational Programs***

- Continue work on perfection of innovative methods of training;
- Establish work on maintenance of the operational link between the educational program and the subsequent stages of professional training (bachelor's degree, concentration, continuous professional development/ continuing medical education) or practices upon completion of the training.

***Standard 3. Effectiveness of the Educational Program***

- Continue the work for the introduction of scientific research into the educational curriculum.

***Standard 4. Teachers and Effectiveness of Teaching***

- To staff the College with full-time teachers through improving the methods of the teaching staff incentives.

- Improve the system of information and methodological support of teachers (exchange of experience with other organizations of education);

***Standard 4. Teachers***

- Enhance the activity to increase category population of the pedagogical staff of the academic program "Nursing Care";

- Improve the system of information and methodological support of teachers (exchange of experience with other organizations of education);

***Standard 5. Students***

- Establish a system of academic counselling of students on the choice of elective classes, on employment;

- Improve the provision of social and financial support for students.

***Standard 6. Learning Resources***

- Continue the work on staffing of the library stock with educational, methodological and scientific literature;

- Introduce the use of electronic textbooks in the educational process.

- Continue work on equipping of the Training and Clinical Center.

**(VIII) SUMMARY OF THE RECOMMENDATIONS FOR THE DEVELOPMENT OF THE EDUCATIONAL ORGANIZATION**

- Actualize the work on implementation and further certification of the international Quality Management system.



### Appendix 1. Evaluation Table - Specialized Accreditation Parameters

S. No.	Evaluation criteria	The standing of the educational organization			
		Strong	Satisfactory	ImPLY improvement	Unsatisfactory
<b>Standard "MISSION AND LEADERSHIP"</b>					
1	The Medical College should determine the Mission, goals and expected outcomes of the educational program and communicate them to stakeholders.	+			
2	Mission, goals and expected results of students are reviewed periodically to reflect the following:				
	professional standards of technical and vocational, post-secondary education on medical and pharmaceutical specialties;	+			
	the needs and expectations of stakeholders.	+			
3	Medical College should have a strategic development plan that is appropriate to the stated mission of the educational program and will ensure the achievement of the final learning outcomes.	+			
4	Medical College needs to ensure representation from faculty and students in the management of the educational program, ensuring their quality.	+			
5	Documentation and publication needs to be accurate and reliable. References to proposals, results, accreditation / approval status of the program, schedule of the training process, staff policy and admission policy, evaluation policy, requirements for completion of the program for qualification, tuition fees should be accurate and reliable.	+			
6	Academic policy of the Medical College is consistent with the program of preparation of specialists with secondary medical and pharmaceutical education. This policy is aimed at achieving the mission, goals and expected outcomes of students and is fair, equitable, is published and reviewed to improve the quality of the educational program.	+		+	
<b>TOTAL</b>		7	0	0	0
<b>Standard "EDUCATIONAL PROGRAM"</b>					
7	Academic and policy documentation: model curriculum, typical work curricula and programs, individual curricula are consistent	+			

	with the objectives, the content of the educational program to achieve the expected learning outcomes.				
8	The Medical College should use the educational program and teaching and learning methods based on modern teaching principles that stimulate, prepare and support students and ensure the formation of students' responsibility for the process of their education.		+		
9	The Medical College should provide a description of the content, volume and sequence of courses and other elements of the curriculum to ensure adherence to the principles of studying the cycle of disciplines integrated into modules according to the principle of integrated learning.	+			
10	The Medical College should set a certain amount of time for the profile specialization component, which includes disciplines in the priority areas of health care, taking into account national and regional needs.	+		+	
11	The Medical College should ensure that students acquire sufficient knowledge and clinical and professional skills in order to assume the appropriate responsibility for health promotion, disease prevention and patient care.	+			
12	The contracts, written agreements with medical organizations that were clinical bases for the work placements, are in effect, determine the expectations of all participants and provide protection for students.	+			
13	The Medical College ensures a variety of assessment methodologies that reflect established core and professional competencies and assess the achievement of the learning outcomes of students.			++	
14	Working curricula and syllabuses of studied disciplines should be reviewed regularly in accordance with the purposes and outcomes of the implementation of the educational program to ensure integrity, rigor and relevance.	+			
15	The Medical College should provide an operational link between the educational program and the subsequent stages of professional training (bachelor's degree, concentration, continuous professional development/ continuing medical education) or practices which the student will begin after the completion of study.		++	+	
<b>TOTAL</b>		6	2	1	0
<b>Standard "Effectiveness of educational program"</b>					
16	Within the framework of the educational program, a student assessment plan is defined and implemented, which establishes the fact that the alumni achieve the expected results of the students' training and evaluates the effectiveness of the program.	+			
17	Surveys and other sources of data are used to collect information about the level of satisfaction of students, former students and employers and demonstrate the achievements of alumni. The data	+			

	collected include, inter alia, the percentage of graduates, the percentage of those successfully passed the certification examination, and the employability rate.				
18	Data on the aggregate results of students indicate the effectiveness of the program in achieving its mission and objectives, as well as the expected outcomes.	+			
19	The aggregate results of the teachers is consistent with, and contribute to achieving the mission and objectives of the educational program and expected outcomes of the students.	+			
20	The educational program provides an understandable and open policy regarding complaints from students, and, if necessary, information obtained from official complaints is used to facilitate the continuous improvement of the program.	+			
21	The system of monitoring the educational program includes the determination of the degree of satisfaction with the quality of education of students and employers.	+			
22	The Medical College has mechanisms for approval, regular evaluation and monitoring of educational programs and issues.	+			
<b>TOTAL</b>		7	0	0	0
<b>Standard "Teachers and Effectiveness of Teaching"</b>					
23	The Medical College should ensure that the qualifications of the teachers correspond to the profile of the subjects taught.	+			
24	The teaching staff implementing the program must be presented by specialists in the relevant fields of knowledge covered by the educational program.	+			
25	Mentors, if any, should be qualified professionals with relevant experience of practical work and their job responsibilities should be clearly documented.	+			
26	The number of full-time faculty must be sufficient to ensure that the student learning outcomes and program outcomes will be achieved.	+			
27	Teachers should participate in continuous development and receive support for instructional and remote technologies.	+			
28	Medical College should identify and implement an employee performance and development policy that:				
29	ensures that clinical activity and research are used in teaching and learning;	+			
30	ensures the adequacy of each employee knowledge of the educational program that includes knowledge about the methods of teaching/learning and the overall content of the educational program, and other disciplines, and subject areas with the aim of promoting cooperation and integration;	+			
31	includes training, development, support and evaluation of the activities of teachers, which involves all teachers, not only newly recruited, but also teachers, drawn from practical health care.	+			

32	The Medical College ensures monitoring of the activities of the teaching staff, systematic assessment of the competence of teachers, comprehensive evaluation of the effectiveness of the quality of teaching.	+			
33	Systematic evaluation of teacher performance demonstrates competencies consistent with the objectives and outcomes of the educational program.	+			
<b>TOTAL</b>		10	0	0	0
<b>Standard "STUDENTS"</b>					
34	Changes in policies, procedures, and information about the educational program are clearly, consistently and promptly communicated to students.	+			
35	The Medical College ensures the quality of programs and graduates based on regular feedback from employers, work placement representatives, and other relevant organizations.	+			
36	Students should be clearly informed about the strategy and evaluation used in their program, about exams or other methods and criteria by which their knowledge, skills and attitudes will be assessed.	+		+	
37	The Medical College should:				
38	have a system of academic counseling for its students that includes issues related to the selection of extracurricular activities, planning professional career, the appointment of preceptors (mentors) for individual students or small groups of students.		++		
39	offer a program of support for students focused on their social, financial and personal needs, which includes assistance with social and personal issues and events, health problems and financial issues, access to medical care, immunization programs and health insurance as well as services of financial assistance in the form of financial aid, scholarships.		++		
40	allocate resources for student support		+		
41	ensure confidentiality regarding counseling and support.	+			
42	The Medical College should define and implement a policy of representation of students and their appropriate participation in the design, management and evaluation of educational programs, and other issues relevant to students, which includes student self-government, participation of students representatives in the councils and boards of the Medical College and other relevant bodies, as well as in community activities and local projects related to health care.	+			
<b>TOTAL</b>		5	3	0	0
<b>Standard "Learning Resources"</b>					
43	The Medical College should ensure that the resources used for learning process are adequate and meet the requirements of the implemented educational program.		+		

44	Budgeted and material resources are sufficient to ensure the achievement of the program's mission, goals and expected outcomes. Verification of the adequacy of resources is made on a periodic basis and if necessary, the resources are modified.	+			
45	Academic support services provide quality and are regularly checked for compliance with the educational program and the needs of students. There is a certain procedure for regular verification of the sufficient volume of academic support services provided under the program.	+			
46	Academic support services, available through the educational program, ensure the implementation of the mission and achievement of the expected results of students and at least include the following:				
47	computer and technology services;	+			
48	library services;		+	+	
49	support distance learning, if necessary;		+	+	
50	consulting services, including counselling in issues of career in health care;	+		+	
51	other support services for students (e.g. literary centers, support services for persons with disabilities), if they are relevant to the program.	+			
52	The resources are sufficient in volume, level, variety and quantity to support the AP, the research program, and the intellectual and cultural development of students, teachers and staff.	+			
53	The Medical College has the necessary resources to acquire students practical skills and professional competencies, including specialized laboratories, mannequins, simulators, simulation equipment, and Also clinical bases of practical health care.	+			
54	Medical College needs to ensure integration with the College's internal electronic resources, the availability of comparative information (benchmarking) about the achievements of the implementation of the educational program compared to other majors (areas of study) in the Medical College.		++	+	
<b>TOTAL</b>		7	4	0	0
<b>TOTAL</b>		<b>42</b>	<b>9</b>	<b>1</b>	<b>0</b>