



«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 0306000 Pharmaceutical Science with the Qualification 0306013 Pharmacist
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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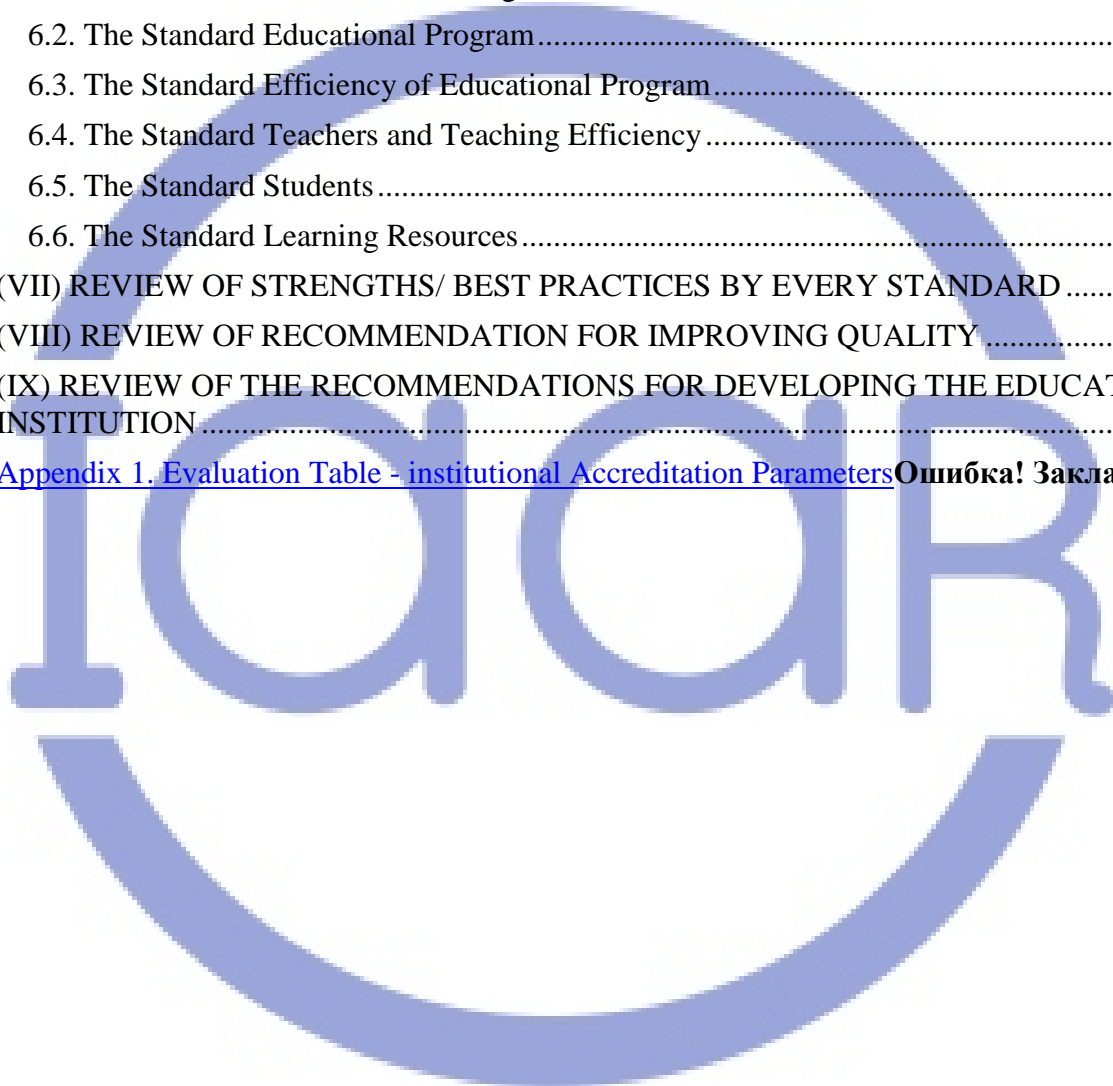
Almaty

February 22, 2018

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[Appendix 1. Evaluation Table - institutional Accreditation Parameters](#)Ошибка! Закладка не определена



(I) LIST OF DEFINITIONS AND ABBREVIATIONS

AMS - Administrative and Managerial Staff

WHO - World Health Organization

SCES - State Compulsory Educational Standard

LLP – Limited Liability Partnership

IHO – International Health Organization

MES – Ministry of Education and Science

FSA - Final State Attestation

IAT - Institution of 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 - Cyclic 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).

II. INTRODUCTION

In accordance with the Order of the IAAR No. 7-18-ОД dated January 24, 2013, on February 20-22, 2018 the External Expert Commission (EEC) visited the Medical College Interdent LLP that provides technical and vocational education in order to assess the compliance of educational programs:

0306000 "Pharmaceutical Science ", with the qualification of "Pharmacist".

with the requirements of the IAAR specialized standards of accreditation:

1. Commission Chairman - Aitzhamal Khambetovna Zhagparova, Head of the Quality Control Department from the North Kazakhstan Medical College (Petropavlovsk);
2. Foreign expert - Tamara Aultanovna Saktanova, Representative of Medical Schools from the Gaudeamus Kyrgyzstan Educational and Training Center (Bishkek, Kyrgyzstan);
3. Expert - Tatyana Kadyrovna Amanzholova, Deputy Director for Practical Training from the NGO Kazakh-Russian Medical College (Almaty);
4. Expert - Akmaral Aitbayevna Sherimbetova, Acting Director of the SOPE REM Medical College under the Almaty Department of Healthcare (Almaty);
5. Expert - Ainur Karimbekovna Zhekseminova, Deputy Director for Educational and Methodical Work from the Medical College Taraz-Bolashak LLP (Taraz);
6. Employer - Gulshim Nurmaganbetovna Alibayeva, Chief Nurse from the Kazakh National Research Institute of Oncology and Radiology (Almaty);
7. Student - Samal Nurlanovna Aimirza, 3rd year student in Medical Work specialty at the NCO Kazakh-Russian Medical College;
8. Observer from the Agency - Alisa Satbekovna Jakenova, Head of Medical Projects at the Agency (Astana).

(III) SUMMARY OF INFORMATION ABOUT THE EDUCATIONAL INSTITUTION

The Interdent Medical College was founded in 1998 as a Dentistry Republican Clinical Center to meet the needs of dental clinic in nurses and dental technicians. In 2007, the College was renamed to Interdent Medical College LLP with the opportunity to educate in three majors: Orthopedic Dentistry, Pharmaceutical Science, Nursing Care. The Interdent Medical College is a private educational institution, providing the education services.

The College is located at: 549 Seifulin St., Almaty, phone: 8 (727) 267-58-88, web-site: www.interdent.kz, email: info.interdent@mail.ru.

Currently, the College has the necessary legal documents to conduct educational activities:

- State license as of 29 October 2010 series AA-5 No. 0106701 issued by the Department of Education Control of Almaty under the Committee for Education Control of the Ministry of Education and Science of the Republic of Kazakhstan,
- Kazakhstan Taxpayer Certificate No. 600700192483,
- Certificate of State Registration of a Legal Entity
- Charter of the College;
- A set of internal regulatory documents;
- SCES, professional academic programs, etc.

The logistical base of the College corresponds with sanitary and hygienic norms and fire safety requirements.

The College has a medical room arranged with the license series AA-4 No. 0106387 dated 23 August 2010 for medical activities according to the attached list issued by the Department of Economics and Budgetary planning of Almaty.

Tokbergenova Gulmira Telmanovna, PhD in Pedagogy, an honorary worker of education of Kazakhstan, works as the Director of the Interdent Medical College.

The College prepares secondary medical staff on the basis of a state license in the following specialties:

0301000 Medical Care with the qualification 0301013 Paramedic, training period 2 years, 10 months, 3 years, 10 months; 0301023 Obstetrician, training period 2 years, 10 months,

0302000 Nursing Care with the qualification 0301033 General Practice Nurse, training period 2 years, 10 months, 3 years, 10 months;

0306000 Pharmaceutical Science with qualification 0306013 Pharmaceutical Science Technician, training period 2 years, 10 months.

Training in College is carried out on the daytime education in Kazakh and Russian languages on the basis of compulsory and secondary general education.

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

There are 26 rooms and 1 laboratory operating in the College.

The College has a library with a total area of 130 sq. m., it consists of a circulation department, reading hall for 16 seats, and the stacks of 36 sq. m.

The physical training and recreational events are held in the sports hall with an area of 219 sq. m on the College territory. There is a first aid room operating.

To ensure potential opportunities for catering of students, the Interdent Medical College entered into agreements with the canteens represented by the Appetite of IE A.G. Nikulina and the IE Sapa of D.A. Mukhamedjanov.

The College contingent is 720 students, 516 of whom are taught in Kazakh.

The contingent of students in specialty 0306000 Pharmaceutical Science is 144.

Educational programs in specialty Pharmaceutical Science are taught by 25 teachers, including 22 (88%) full-time teachers, and 3 (12%) part-time teachers. Among them there are 24 teachers with a higher education, 1 teacher with a secondary professional education, have following qualification degrees: highest -2, first – 5, second – 8, no qualification grade – 7.

Table 1 - Employment of Graduates by Major

	Qualification	2017		
		Total number of graduates	Number of employed graduates	Number of graduates employed by major, %
	0306000 Pharmaceutical Science			
.1	with qualification 0306013 Pharmaceutical Science Technician	56	41	73.2%

Research Projects

The College has the group-based research work arranged.

Every year, the students of Pharmaceutical Science specialty participate in the college-wide scientific and practical conference for the best research work, following which students take part in the regional scientific and practical conference. Aidana Ilesbayeva, student of group 207, guided by the supervisor G.M. Rakhmetzhanova, being the teacher of Chemistry, submitted her research work titled «Ойыншықтардың құрамындағы химиялық элементтердің бала денсаулығына әсері». In the 2017-2018 academic year, Shassada Shalayeva, a 2-year student of group 207, guided by the supervisor Zh. Ye. Tleuov, submitted her work titled “The importance of proper nutrition in the effectiveness of iron deficiency anemia in children and adolescents”. Currently, the supervisor A.N. Kiyzbayeva, being the teacher of Infectious Diseases, conducts work to prepare Akerke Dosymbek, student of group 207, for 207-2018 academic year college-wide research conference and submit the research work titled «Терінің жұқпалы ауруы-бөзөу».

(IV) VISIT BY THE EEC

The EEC work was carried out at the Medical College Interdent LLP on February 20-22, 2018 on the basis of the Program of Visit by the Expert Commission for Institutional and Specialized Accreditation of Educational Programs.

In order to obtain objective information about the quality of educational programs and the entire infrastructure of the College, and clarify the content of the self-assessment reports meetings with the Director, Deputy Director for Academic Work, Deputy Director for Educational Work, Deputy Director for APW, HR Department Head, CMC Chairman, Department Head, Methodologist, Chief Accountant, teachers, students, graduates, employers were held. In total, 272 people took part in the meetings of the first cluster.

Table 2 - Information on the number and categories of meeting participants

<i>Participant category</i>	<i>Number</i>
Director	1
Deputy Director	4
Division Heads	7
Chief Accountant	1
HR Department Head	1
Teachers	50
Students	128
Graduates	65
Employers, social partners	15
Total	272

The College infrastructure including classrooms, computer classes, a library, a reading room, a medical center, a student canteen, an educational and clinical center, pre-clinical practice rooms were visually inspected during the EEC work. The documentation of the cycle methodological commissions, departments implementing accredited educational programs was also reviewed. The Pharmacy Jaik-AS LLP operating as practical training base of accredited programs was visited.

To conduct job training and professional internship, the College has concluded contracts with the heads of 6 healthcare organizations in Almaty and maintains a close relationship with the basic HO. The social partnership in the field of medical education is aimed at bringing the level of professional training about alignment with needs of employers, and strengthening the ties of the College with the HO. In order to strengthen and develop social partnership with healthcare organizations the College carries out certain collaborative work in the following areas: forecasting the training of qualified specialists, patient-centered approach to training, improving the relationship between the educational institution and the HO. In the current practice, such forms of cooperation as job training of students in real workplaces, participation of employers in the certification of students, joint activities, meetings with students and their parents, excursions around the college, and introduction into specialty are widely used.

The basic HOs have all the necessary conditions for qualitative passing of internships, 1 study room at the Drugstore Jaik-AS LLP is provided for the College students.

When visiting training places, the experts reviewed the material and technical base of healthcare organizations, visited the administrative building, specialized departments where students pass professional internship. The EEC members met with the chief doctors, chief and senior nurses, department heads, who told about the requirements for trainees, and interning. It is worthy of note that the Drugstore Jaik-AS LLP not only provides training places, but also actively participates in making adjustments to the content of working curricula and programs, as well as in assessing students' knowledge, expertise and skills. During the visit to the training

places, evidence of internship of the third year college students was obtained. Alumni were represented. The College Director and the HO Heads appoint general and immediate supervisors (mentors) for the training period. The HO Heads give a favorable praise of college students and graduates.

The Jaik-AS Drugstore Deputy Director G.R. Kurmangaliyeva during a conversation with the EEC members said that the Interdent Medical College graduates upon entering employment pass internship in the drugstore departments, and participate in drug manufacturing.

An interview was conducted with three alumni of the Interdent Medical College who work in different departments.

They shared with the EEC members about the successes in their work, their achievements, and expressed gratitude for the profound knowledge gained during study in the College.

The EEC members visited theoretical and practical classes on "Pharmaceutical Organization and Economics with the Basics of Management and Marketing", curricular practical training by students at clinical bases of the Drugstore Jaik-AS LLP, and educational event titled «Алғысым саған - Мәңгілік ел!». The analysis of classes attended showed that the teachers are provided with developed lesson plans and course schedules, approved working syllabus, and TP. In general, all classes attended were conducted at a sufficient methodological level.

(V) DESCRIPTION OF PREVIOUS ACCREDITATION PROCEDURE

Previously, this institution was not accredited.

(VI) COMPLIANCE WITH THE STANDARDS FOR SPECIALIZED ACCREDITATION

6.1. The Standard Mission and Management

Evidence Part

The College vision, mission and development strategy are consistent, correspond to the available resources, the requirements of the labor market and the education policy of the Republic of Kazakhstan.

College vision: Pursuit to strengthen the market position by improving the educational services demanded in the labor market, meeting the needs of practical healthcare, strengthening the College internal environment, and the building up of key competencies of the future specialist through the content and technology in the educational process.

College mission: Modernization of the teaching and educational process as a toll to increase quality of training competitive specialists.

Strategic targets:

- To ensure the modern quality of education on the basis of maintaining its fundamental nature and meeting the current and future needs of the Republic of Kazakhstan;
- To create optimal conditions for improving the quality of education and upbringing in the College;
- To improve professional and specialized training of students;
- To implement measures for significant enhancing the importance of competency-based approach in the education process, and development of modern pedagogical technologies, innovative methods, ICT, aimed at the building-up of key competencies among students;
- To improve 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, preservation and strengthening of students' health, for individual development and moral formation of the personality of students;

- To optimize the content and organization of the educational process in accordance with the main professional educational programs and demand in specialists with secondary medical and pharmaceutical education;
- To improve the methodology of teaching clinical and pharmaceutical disciplines and use innovative teaching technologies;
- To plan and provide theoretical and practical training of students;
- To control over the quality of training and retraining, advanced training of teaching staff;
- To create a favorable moral and psychological climate in the team, among teachers and students;
- To introduce advanced pedagogical experience in the learning process;
- To improve continuously the quality of the material, technical and information support;
- To create conditions for the functioning and development of the College educational system.

Provisions of the State Program for the Development of Education for 2011-2020, the Strategic Plan for the Development of the Republic of Kazakhstan until 2020, the Comprehensive Development Plan for Nursing Care in Kazakhstan until 2020, and the Message of the President of the Republic of Kazakhstan N.A. Nazarbayev to the People of Kazakhstan Strategy Kazakhstan-2050. New Political Course of the Established State have provided basis to determine the mission, goals and development objectives of the College.

The College vision and mission are adjusted taking into account the new program documents adopted and the annual Address of the President of the Republic of Kazakhstan N.A. Nazarbayev to the People of Kazakhstan.

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

The College pays sufficient attention to the development of mechanisms for maintaining the mission, goals and objectives. The main documents to implement the goals and objectives of the College include the Strategic Plan for College Development, the Work Plans of the Pedagogical Council, Methodological Council, and 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, based on the development and implementation of measurement processes, analysis to assess the success of implementing its own strategy through indicators such as "performance" and "efficiency." Based on the Development Strategy, the College Management annually develops and approves the main objectives and specific indicators that should be achieved at the end of the academic year. Analysis of the College activities in accordance with the criteria for institutional accreditation showed that this education institution has a formulated and clear mission, implemented in accordance with the established priorities of the Ministry of Healthcare and Social Development of the Republic of Kazakhstan, which clearly defines the College purpose and its development strategy. The mission, goals and objectives are carried out within the framework of the main development priorities and through the appropriate financial, human and methodological resources that ensure implementation in a changing external socio-economic environment, It is noted that the College contributes to the educational development giving due consideration to the education and public health policy.

To manage various processes in the College (educational, methodical, educational), there are applied administrative documents such as resolutions of collegial bodies (Pedagogical Council, Methodological Council, meeting under the Director, Council of Group Supervisors, Crime Prevention Council, starostat), orders and instructions of the Director on the lines of activity, records on the personnel and students, planned, reporting, financial and accounting documents.

The College mission, vision and strategies fully reflect its identity and uniqueness.

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

So, for example, **97.3%** of respondents believe the College mission well reflected in training programs, **96.8%** of them note involvement of teachers in the process of making managerial and strategic decisions.

Analytical Part

The analysis conducted to make sure that activities of the College complete with the criteria of this Standard generally proves the maturity of administrative and management personnel (hereinafter referred to as the “AMP”) in understanding the importance of clear strategic, tactical and operational planning in achieving the set goals and objectives, and the existence of an integrated development system in the organization and its continuous improvement.

The main advantage of the College is its systematic approach to involving a group of representatives on behalf of all stakeholders, including students and employers, in the planning and evaluating process.

Strengths / best practices:

- The vision, mission and strategy of the College are consistent;
- The declared mission and strategic goals are harmonized with the goals and objectives in the national system of technical and professional, post-secondary education, and regional development;
- All the dynamics of the College’s activity in all areas are carried out in accordance with its mission, strategy, available resources that ensure to achieve the final results of training.
- Timely revision of the mission, goal and policy.

Conclusions of the EEC by the criteria: (strong / satisfactory / Implies improvings / unsatisfactory)

In general, according to this Standard, the organization activity corresponds to the criteria presented. But at the same time, the Medical College needs to improve MTB for the fullest achievement of strategic goals and mission.

Quantitative indicators reflecting the organization's compliance with the requirements of the Standard are as follows:

***Strong positions – 8, unsatisfactory – 0,
Implies improvings – 0, unsatisfactory - 0***

6.2. The Standard Educational Program

Evidence Part

The College provides training on the basis of the State Educational Standards of 2010, 2016.

The documentation on educational programs developed by the College includes the WS, the academic calendar, the class schedule, the working academic curriculum, the course schedule, and the programs of professional internships.

The content of the College educational programs is built in accordance with the Model curriculum of specialties. When developing the WSs of specialties, the College changed up to 30% the amount of class time for the cycles of disciplines (value allowable by the SCES requirements) while maintaining the total amount of class time allocated for the development of the vocational training program.

Working curricula for all specialties are considered at the meetings of the Methodological

Council and approved by the College Director.

The College Management makes conclusions that the EP correspond to the College mission and the requests of students on the basis of the feedback of employers, college graduates work for whom.

In College, special attention is paid to vocational training: lectures, practical classes in general professional and special disciplines, industrial training, and professional internship.

The College students pass the following internships: practical training, job internship and professional internship. For the best passing and conducting professional internship, 34 long-term cooperation agreements have been concluded between the College and city healthcare organizations.

The understanding by the 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 preparing and compiling programs and curricula, taking into account current requirements for specialists.

Monitoring of employment is carried out systematically. Annually the growing percentage of employment 2014/2015 - 65%, 2015/2016 - 59.6%; 2016/2017 -71.3% proves the demand for graduates of the Medical College; this is facilitated by the close relationship with the employers of the city and regional HO.

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

- **62.2%** of respondents are satisfied with the EP contents very well, **37.8%** - well;
- **100%** of respondents are satisfied with the College management
- **91.5%** of respondents are satisfied with the building-up of ability to analyze situations and forecast among students trained upon the EP.

Analytical Part

It is important for the EP management to understand not only the participation of 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 and expertise when getting training upon the EP, taking into account the requirements for specialists of practical health.

Based on the results of study and analysis of the compliance of the evidence base with the Standard requirements, experts of the WEC note the following:

- Educational programs and modes of instruction are based on modern learning strategies, however, in practice; the use of innovative teaching methods contributing to fostering a responsible attitude of students for the process of their education is not enough.
- The operational link between the educational program and the subsequent stages of vocational training (bachelor's degree, specialization) and the practice which the student will start after completing the training is not sufficiently represented.

Strengths / best practices

- The EP structure provides for various types of activities, the content of which contributes to the development of the professional competencies of students taking into account their personal characteristics;
- The training equipment and software used to develop the EP are similar to those used in the relevant healthcare organizations.
- To teach special disciplines and conduct practical training, the College involves specialists with practical work experience.
- The education institution provides equal opportunities for students regardless of the language of instruction;
- The College demonstrates the formation of basic and professional competencies, skills and knowledge among students;

Recommendations of the EEC

- To continue introducing modern learning principles including innovative teaching methods;

- To ensure operational communication between the educational program and the subsequent stages of professional training (bachelor's degree, specialization) or practice which a student will start after the end of training.

In general, according to this Standard, the activities conducted by the College meet the criteria.

Quantitative indicators reflecting the education institution's compliance with the criteria of the Standard are as follows:

Strong positions – 7, satisfactory – 2,

Implies improvements – 0, unsatisfactory - 0

6.3. The Standard Efficiency of Educational Program

Evidence Part

The Medical College has official mechanisms for determining the EP efficiency, which is assessed on the basis of:

- analysis of teaching methods;
- methods for assessing the results of learning activities of students;
- determining the competence of graduates;
- questioning and interviewing of interested parties;
- analysis of employment.

On the basis of the typical curriculum, working curricula in specialty Pharmacy are compiled for all years of study. The content of educational programs includes the study of humanitarian, socio-economic, professional, and special disciplines. The training, arrangement, forms and methods of control correspond to the SCES.

The efficiency of educational programs is evaluated through monitoring of achievements of students by groups, specialties and courses, employment of graduates and feedback in the workplace, participation of graduates in various professional competitions.

In order to improve the effectiveness of teaching and the quality of training of qualified specialists, the analysis of teaching activities is conducted at the meetings of the CMC. In addition, work programs, course schedules, materials for tests, and exams are considered. With the purpose of activating the cognitive activity of students, at the meetings of the CMC the results of applying innovative technologies and multimedia by teachers are considered, and the experience of introduction of educational technologies in the teaching process is discussed.

The effective implementation of educational programs is reflected through control and monitoring. The guarantee of acquisition of sufficient knowledge and professional skills by students are theoretical and practical assessment, final academic assessment, and feedback from employers and other stakeholders from the training places.

The working curricula and teaching and methodological complexes of teachers specify the requirements of the SCES to knowledge, skills and competencies of students. The content of each discipline is aimed at the formation of professional competence among students. To assess the quality of the students' knowledge obtained all examination materials contain questions to assess the knowledge, skills and competencies stated in the curricula and teaching and methodological complexes.

Monitoring of the quality of students' knowledge by groups, majors and courses is conducted at the end of each semester. The group curator fills in the summary final record list, which reflects the performance, attendance, average score and qualitative indicator for a semester. Based on these data, the Department Head compiles a report by major and course. The results of the final state attestation are analyzed by the Chairman of the Attestation Commission, appointed from among practical health employers and representatives highlighted in its reports. Further results are heard, and corrective actions are planned to eliminate the SAC comments

according to the plan at the meeting of the Pedagogical Council.

The analysis shows that the quality of academic performance fell by 7% in the 2016-2017 academic year compared to the 2014-2015 academic year. The decline in the quality of academic performance is attributed to the fact that most of teachers were part-time workers. On the part of teachers, there was grade inflation. In this regard, it was decided to open the CMC for "Special disciplines at the Pharmaceutical Science" and, accordingly, recruit staff in this specialty. As of today, the plan has been developed to eliminate the SAC comments in the subjects "Pharmacology", "Pharmaceutical Organization and Economics with the Basics of Management and Marketing", "Pharmaceutics" and the methodology of the FSA performance revised. The Pedagogical Council approved to carry out the FSA in 2 stages: theoretical, and practical. The plan, according to which tests and situational cases are developed, was drafted.

The Department of Practical Training, headed by the Deputy Director for Academic and Practical Work and the Department Head is a structural division of the Interdent Medical College for employment of graduates. The graduates are employed during the professional externship in drug stores owned by pharmaceutical companies and healthcare organizations to the vacancies of healthcare providers of the city and other regions of the country, since many students leave for the externship at the place of residence for further employment (the southern regions of the country prevail). In addition, the graduates are employed during the final state attestation, while an employer serves as the Chairman of the commission, who selects among graduates. The labor market analysis indicates a demand for graduates of the Pharmaceutical Science specialty, which determines the applicants' recruitment plan.

The demand for middle-level pharmaceuticals is explained by the rapid development of the pharmaceutical business in the Republic of Kazakhstan. Due to to the government's support of small and medium-sized businesses, drug stores, pharmacy stores, pharmaceutical stores, optics stores that need qualified pharmacists are opened.

The feedback is represented with responses from employers, certificates of confirmation from pharmaceutical companies and drug stores of healthcare providers.

Analysis of the employment of graduates in 2017 shows that:

1. **73%** of graduates in the specialty "Pharmaceutical Science" are employed;
2. 15 among 56 graduates are not employed. Reasons: 5 graduates are on maternity leave for pregnancy and child care, 9 – continued their education in higher education institutions, 1 graduate called up for military service.
3. The indicator for students continuing their studies remains quite high (in 2017, it was 16%).

The aggregate data of reports in specialty 0306000 "Pharmaceutical Science" confirm the expected results.

The analysis of the efficiency of the educational program can be presented in the form of a feedback from students, graduates and employers. To assess the effectiveness of the educational program, a questionnaire survey among students and employers and Doors Open Day are conducted and reviews of employers about college graduates are collected.

The Medical College creates conditions for the development of the creative and scientific potential of teachers and students, stimulates learning and research activities through various forms of motivation.

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

In the college there is a regular collection and analysis of information reflecting the dynamics of satisfaction of students, graduates and employers are conducted. Information about the satisfaction is communicated to the College teachers and staff at the meetings of the Pedagogical Council.

The Medical College has mechanisms for approving, regularly evaluating and monitoring the educational program and graduates majoring in "Pharmaceutical Science".

In 2013-2014 academic year, the College successfully passed the state certification, which confirmed that the educational services provided by this institution meet the requirements of state compulsory education standards, regulations and requirements of consumers. Internal inspections (reciprocal visiting of classes, mentoring, and meetings of the CMC, Methodological and Pedagogical Councils, internship board) are conducted by Deputy Directors for Academic and Practical Work, Department Heads, methodologist, and teachers who have a long record of service.

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

- **97.3%** of respondents are fully satisfied with the overall quality of the academic program - **100%** satisfaction;
- **97.3%** of respondents are fully satisfied with methods of training - **100%** satisfaction;
- **98.7%** of respondents are fully satisfied with the quality of teaching - **100%** satisfaction;
- **92%** of respondents are fully satisfied with the course content - **100%** satisfaction;
- **89.3%** of respondents are fully satisfied with the efficiency of teaching methods - **100%** satisfaction.

Analytical Part

Based on the results of review of the compliance of the evidence base with the criteria of the Standard, the EEC experts were provided with documents confirming the criteria for the efficiency of the educational program. They studied the feedback mechanisms from consumers of educational services: students, employers.

A detailed analysis of the satisfaction of employers with the quality of graduate training was presented.

The mechanisms for monitoring the quality of teachers' work, as well as the general procedure for complaints and appeals from students were presented.

Strengths / best practices

- There is a positive experience from working of creative groups of teachers with topical issues of the educational process;
- Modern educational and information-communication technologies are introduced;
- Information on work experience of the College teaching staff is published in periodicals;
- Optimal cooperation conditions for training specialists are created: exchange of experience, holding seminars, conferences, competitions of mutual learning.

Recommndations:

- To continue introducing researches into the educational program.

Conclusions of the EEC by the criteria: (strong / satisfactory / Implies improvings / unsatisfactory)

In general, according to this Standard, the activities of the education institution meet the criteria.

Quantitative indicators reflecting the institution's compliance with the criteria of the Standard are as follows:

Strong positions – 7, satisfactory –0,

Implies improvings – 0, unsatisfactory - 0

6.4. The Standard Teachers and Teaching Efficiency

Evidence Part

The College is staffed in accordance with the requirements of the State Compulsory Educational Standards of the Republic of Kazakhstan.

The organizational and staff structure, the practice of selection and review, putting on a

payroll and deployment of personnel, the formation of a quality reserve of the College are aimed at creating the necessary conditions for effective activities to solve educational problems.

The qualification requirements for the teaching staff are determined in accordance with the Typical Qualification Characteristics of the Positions of Teachers and Equal-Status Persons approved by the Order of the Minister of Education and Science of the Republic of Kazakhstan on July 13, 2009 under No. 338.

Personnel are selected and deployed taking into account business and professional qualities. Placement of teachers in disciplines is carried out in accordance with their diploma qualifications.

Special attention is paid to the young teachers: in the College there is the School of Young Teachers is operating, mentoring is organized, assistance is provided in mastering theoretical and practical materials in the content of the program and arrangement of the educational process.

The annual workload of engineering and teaching employees is determined according to normative legal documents. The load includes the number of hours for the subject taught, consulting and examinations, supervision, and management of a classroom. The fulfillment of the teaching loads is reflected in the gradebook, and in the teacher's reports on the educational and methodological and educational work carried out.

At the beginning of the academic year, the teachers make up "Individual work plans", which are considered at the meetings of the Cyclic Methodological Commissions. In an individual plan, the teacher reflects the organizational moment, educational and methodological work, scientific and practical work, educational work, increasing the target qualification (visits to seminars, coaching, master classes, trainings, conferences, etc.), and improving pedagogical skills.

Teachers in their educational and methodical works reflect the activities to develop the educational programs in accordance with the SCESs, course schedules, to prepare guidance papers, TP, examination materials for formative, midpoint and summative assessment of knowledge, to develop teaching materials, materials for teacher coaching on modern methodical methods. Educational work is reflected in accordance with the plans of the CMC and the College as a whole. Implementation of individual work plans by teachers in all sections is controlled by the CMC Head. At the end of the academic year, teachers provide a report on the implementation of individual plans according to the approved form and activities in accordance with the criteria for assessing the activities of the teacher to the CMC Head. The reports are discussed at the meetings of the CMC. Non-fulfillment of the planned work without a good reason is also considered in accordance with the criteria. The head of the Cycle Methodical Commission presents its opinion in the minutes.

Advanced training at the Interdent Medical College is carried out in various forms either on the job (including distance learning), or under the individual academic programs off-the-job, or in the form of day release training. Over the last 5 years, the College teachers attended the refresher courses through the Tabys Training Center, Turan University, Kanban (by L.S. Kenzhagarina), as well as at the ABiA Consult LLP (QMS courses), Orleu National Center for Professional Development JSC, S.D. Asfendiyarov KazNMU. In addition, the teachers advanced training is carried out by participation in workshops, conferences, competitions of city and national levels.

Following forms and methods are used for advanced training of the College teachers:

- refresher courses.
- active participation of teachers in the planned activities of the College, city, region, country;
- reciprocal visiting of classes;
- research work;
- mentoring;
- participation in workshops, conferences, training exhibitions, teaching readings;
- participation in the activities of the Young Teacher School, the Art of Teaching

Improvement School.

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

Young teachers improve their professional level by studying under Master's degree program, obtaining a second higher education.

The work of teachers is systematically evaluated in several directions: the quality of the discipline teaching, the quality of the teaching load, the availability of training package for the discipline taught, the compilation of collections (lectures, guidance papers), the conduct of demonstration classes, the availability of published articles, participation in public life of the college, district, city. The assessment is made by the CMC Chairmen, the methodologist, the heads of the departments, the deputy directors for educational, practical work in accordance with the directions of activity. At the meeting of the CMC, the assessment results are analyzed and brought to the information of each teacher.

In the academic year 2016-2017, 70 teachers were involved in training the trainees, of which 49 (70%) full-time teachers and 21 (30%) part-time teachers.

In accordance with regulatory guidelines, the College teaching staff is determined on a yearly basis. In the 2015-2016 academic year, 68 teachers were involved in training of the students, including 51 (70%) full-time teachers and 17 (30%) part-time teachers.

Among full-time teachers, there are 2 (4%) Ph.D. degrees and 2 (4%) Masters of Sciences have the following qualification grades: highest - 7 (14%), first - 3 (6%), second - 18 (36%), no qualification grade - 19 (38%).

In the 2017-2018 academic year, 80 teachers were involved in training of the students, including 56 (70%) full-time teachers and 24 (30%) part-time teachers.

Among full-time teachers, there are 2 (4%) Dr. habil., 1 (2%) Ph.D. candidate and 3 (6%) Masters of Sciences have the following qualification grades: highest - 4 (7%), first - 7 (12%), second - 23 (40%), no qualification grade - 19 (33%).

The questionnaire of the teaching staff, carried out during the visit of the IAAR EEC showed that

- the educational program content meets the requirements of teaching staff by **100%**
- the College provides an opportunity for the continuous development of the capacity of teachers by **97.3%**
- Innovative activity of the TS is encouraged by **97.3%**
- Work to upgrade the skills of the TS is conducted by **100%**
- Stimulation and attraction of young specialists to the educational process is achieved by **97.3%**.

Analytical Part

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

- the mechanisms of introduction of information technologies and innovative methods of teaching are not adequately worked out on the basis of monitoring and evaluation of the effectiveness of their use (study, synthesis and dissemination of positive pedagogical experience, development and replication of author's educational and methodological products, etc.).

- the College management must promote the activity for improving the categories of teaching staff of the educational program;

Strengths / best practices

- The College demonstrates the recruitment system based on the analysis of the TS requirements. Selection and deployment of personnel is carried out on the basis of approved procedures, taking into account the business and professional qualities of applicants.

- Distribution of teachers in disciplines is carried out in accordance with their diploma qualifications and / or experiences gained in the workplace, all personnel procedures are transparent;

- The College realizes purposeful actions for the development of young teachers (School of Young Teacher);
- The teaching staff actively participates in the life of the professional association.

EEC recommendations:

- To intensify activities to improve the category of teaching staff of the EP;
- To improve the implementation of information technology and innovative teaching methods;
- To improve the system of information and methodological support of teachers (exchange of experience with other educational organizations);

Conclusions of the EEC by the criteria: (strong / satisfactory / Implies improvings / unsatisfactory)

In general, according to this Standard, the College activities meet the criteria.

Quantitative indicators reflecting the organization's compliance with the the Standard requirements are as follows:

***Strong positioons – 11, satisfactory – 0,
Implies improvings – 0, unsatisfactory - 0***

6.5. The Standard Students

Evidence Part

The rules and procedures for admission is posted on the College's website, in booklets, brochures that were distributed during the Days of Open Doors. Each prospective student has the opportunity to receive a consultation at the Admission Board, which starts its activity on the first day of June. The College established a commission on vocational guidance work, the plan of which includes questions on conducting vocational guidance in schools and treatment and prevention organizations in Almaty, Almaty region, and the country. The Open Doors Day is held annually. Entrants are provided with booklets, and information materials. For first-year students, conversations are held on the adaptation of college education and psychological and pedagogical support is rendered, guidebooks are developed in Kazakh and Russian languages, which are issued by group curators at the beginning of the academic year. The guidebook contain general information about the college, its management, and working hours of all structural units, rules on the educational process arrangement, a system for monitoring and evaluating the knowledge of students, the procedure for paying for tuition, and the academic calendar.

To effectively arrange the educational process, the College has developed the main documents regulating educational activities including the College Charter, internal regulations, the academic calendar, the schedule of classes, circles, sections and additional classes.

The program of professional internship corresponds to the state standards for the specialties of technical and vocational education, fully meets the goals and tasks of training specialists. Throughout the entire period of internship, students receive advice from the heads of internships, as well as from the responsible persons for internship in the workplaces.

Evaluation of the satisfaction of representatives of employers from organizations and enterprises with the quality of training of college students is conducted through questionnaire survey.

In order to implement the State Program for 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 Occupations of Technical and Vocational Education within the Framework of the Gradual Implementation of the Assessment of the Level of Professional Preparedness and Qualification", the College conducts testing of students on an independent assessment of the level of professional preparedness and qualification (further, the ALPP) by specialties through the portal by the Committee for Control of Medical and Pharmaceutical Activity, which was -78% in 2017.

The Interdent Medical College LLP is a member of the Association of Colleges of Almaty. According to the plan of the Association, the Student Council of the College takes active part in the career guidance work, in the city competitions, city review contests, student review contests, round tables, discussions at the Altyn Urpak annual forum of the Student Self-government. In addition, the students take part in arrangement and execution academic forum dedicated to the First President's Day named «100 Steps to Future - Step to Prosperity of Kazakhstan»; research conferences: «The 550th Anniversary of the Kazakh Khanate», «The 30th Anniversary of the December Events», «The 25th Anniversary of Independence of Kazakhstan», «The 70th Anniversary of the Victory in the Great Patriotic War» and many others.

Student Council conducts city events and participates in them, including: charity events «25 Good Deeds» in helping the Council of Veterans of Almaty city, Department of Pediatric Oncology of the Research Center of Pediatrics and Pediatric Surgery, the Orphan Asylum No. 2, the Palliative Care Center of Almaty (Hospice).

The College students participated in the City Sports Contest devoted to the 20th anniversary of Assembly of Peoples, and took the 2nd place in the national game Togyzkumalak, the 3rd place in table tennis.

Nazerke Beissenova, the 2-year student, and Baltabai Kobeisin, the 1-year student, were awarded with «» at the competition «Көркемсөз оқу шеберлігі» arranged by the Department of Language Development, Archives and Documentation under the Akimat of Almaty district of Almaty city.

Every year, the College holds the meeting «Тәуелсіздік-елімің еркін жолы» with the participants of the December events - Sharahymbai Bolat Zhumanuly, Ykylasova Akkumis Kapsikyzy, Mukhametalin Serik Seitkhanuly.

Arenov Daniyar, 3-year student, who took the 3rd place, and Alissova Anastassiya, 1-year student, who took the 2nd place in city compositions contest «My Favorite Teacher» were awarded with diplomas of the City Research Center of New Technologies in Education under the Department of Education of Almaty.

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

In honor of the 550th Anniversary of the Kazakh Khanate, the College held a historical and musical evening and a meeting in the School Student House of Almaty district with participation of Edil Noyanov, PhD. in History, associate professor.

In the line of the Department of Internal Affairs of the Almaty district, the College students were awarded with the diploma for active participation in the KVN (wits & humour competition) under the egis «ҚЫЛМЫСҚА ЖОЛ ЖОҚ!».

The College provides all-round assistance in the employment of graduates. With the purpose of employment of graduates, on the basis of the State Clinical Hospital on REM No. 12, every spring the employment center of Almalinsk district conducts fair of vacancies with participation of the heads of the Department of Healthcare and heads of medical institutions. Heads of medical institutions inform the College Director of the availability of vacancies for middle-level employees.

Employment indicator is **71%**, which indicates the demand for the college graduates.

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

The efficiency and quality of the feedback system, including, inter alia, the operational presentation of information on the results of the assessment of knowledge, are indicated by the results of the *questionnaire survey conducted during the visit of the IIAR EEC*.

Thus, the questionnaire survey showed that 94.1% of the students are fully satisfied with the procedures and results of evaluating their knowledge, skills and competencies.

- **82,4%** of respondents are fully satisfied with the understandability of the evaluation criteria used by the teacher - **98,6% of satisfaction**;

- **80.9%** of respondents are fully satisfied that the teacher objectively assesses the achievements of students - **95.6% of satisfaction.**
- **95.6%** of respondents are fully satisfied with the credibility and fairness of teachers - **100% of satisfaction;**
- **94.1%** of respondents are fully satisfied with the fairness of the examinations and assessment - **97% of satisfaction;**
- **92.6%** of respondents are are fully satisfied with the tests and exams conducted - **100% of satisfaction.**

Strengths / best practices

- Availability of a policy for the formation of a student contingent of the EP and transparency of its procedures;
- Availability of comprehensive mechanisms for providing graduates with employment;

EEC recommendations:

- It is necessary to establish a system of academic counseling for students, which includes issues related to the choice of optional courses, career planning, the appointment of supervisors (mentors) for individual students or small groups of students;
- To improve the provision of social and financial support to students that aimed at meeting the requirements of students.

Conclusions of the EEC by the criteria: (strong / satisfactory / Implies improvings / unsatisfactory)

In general, according to this Standard, the College activities meet the criteria.

Quantitative indicators reflecting the organization's compliance with the criteria of the Standard are as follows:

***Strong positions – 7, satisfactory –2,
Implies improvings – 0, unsatisfactory - 0***

6.6. The Standard Learning Resources

Evidence Part

The academic facilities of the College consist of 26 classrooms and 1 laboratory. The premises for classrooms and laboratories meet sanitary and hygienic requirements, the number of students enrolled, contain the teaching equipment and special furniture provided in the equipment sheets, and allow observing the safety regulations during the practical and laboratory works. Registration of all pre-clinical setting rooms is as close to the workplace of a future specialist. Equipment of classrooms and laboratories shall be in accordance with the internal list of equipment approved by the Faculty Meeting No. 2 dated 24.11.17, developed on the basis of «List and Standards of Resources for Classrooms and Laboratories of the Vocational Medical and Pharmaceutical Educational Institutions», with the order of the Minister of Health of Kazakhstan dated 29.05.2015 No. 423 «Standards of Equipping Pre-clinical Setting Rooms of Medical Colleges» and «Regulations on Classrooms» and «List and Standards of Resources for Classrooms and Laboratories of the Vocational Medical and Pharmaceutical Educational Institutions» of the Legal Entities Association of the Medical Colleges Union dated 16.11.2012. There is a library with a reading room, a sports hall, a medical center, and a cabinet of computer technologies in the College. According to the College development strategy, classrooms, laboratories, are equipped with the necessary equipment to ensure the quality of education. Each classroom has a following normative set: certificate, students training log for accident prevention, the list and standards of resources for classrooms and laboratories, classroom time schedule, extracts from SCES by sections «Requirements to Level of Students Training», «Content of Academic Program», training package on the subject, the course schedules for the subject, working syllabuses, working syllabuses of apprentice training and professional

internship, effective orders, instructions, samples of medical documentation. The information boards provide all the necessary information for students.

In order to effectively implement educational programs, the College management strengthens and modernizes material and technical resources. The development dynamics of material and technical resources is positive. All classrooms are equipped in accordance with the ongoing educational program, qualification requirements, and sanitary and hygienic and fire safety standards. The provision of students with computer and information resources is sufficient for conducting a quality educational process, meets licensing and certification requirements. The provided number of computers used in the educational process is 14.4 people on 1 computer. The website operates in Kazakh and Russian languages, offers readers complete and qualitative information about the college, vocational guidance - the main objectives of the website, as well as a guide for students.

Analytical Part

According to the Learning Resources Standard, it can be noted that for students accessibility of organized information is provided for the learning process in all subjects taught.

Training equipment and computer technology meet the safety requirements for operation.

The EP implementation takes into account the individual requirements and opportunities of students. Each student is given the opportunity to practice practical skills and expertise in the training and clinical center, and clinical bases.

The College provides free access to educational Internet resources, introduced information technologies, monitors the use and development of innovative teaching technologies by the teaching staff, including on the basis of ICT. There is an electronic schedule system, three monitors broadcast the schedule of groups, for one school day, and for the entire semester, indicating the classrooms and teachers for the discipline.

Classrooms and laboratories are equipped in accordance with the «List and Standards of Resources for Classrooms and Laboratories of the Vocational Medical and Pharmaceutical Educational Institutions», with the order of the Minister of Health of Kazakhstan dated 29.05.2015 No. 423 «Standards of Equipping Pre-clinical Setting Rooms of Medical Colleges». The simulation Center provides the College students with an opportunity to practice their skills on mannequins and homuncule to perfection under the guidance of teachers of special subjects.

The College has 64 new-generation PCs, 15 laptops, 4 TVs, 4 MFPs, 4 multimedia projectors with screen, and an interactive whiteboard. All College computers are connected to the LAN network and have an access to the Internet via a broadband Internet channel with speed of up to 10 MBps. In addition, there is a separate Internet channel for wireless access to the Internet with an installed WI-FI system for wireless access to Internet information resources. For printing and photocopying of training documentation, the structural divisions of the College are equipped with copying equipment: printers, copiers, 3-in-1 MFPs (printer/copier/scanner) in an amount of 9 units. Scanning, printing and copying of training documentation in black-and-white format is carried out in the offices of the heads of departments and the office of the Content Developer. The College has a website (www.interdent.kz) in two languages (Kazakh, Russian), which is constantly updated and improved. The website contains information on the work of the College as a whole and by divisions (teaching and guiding work, work-study and discipline work), on the administration, the library, sports and student life, rules of admission of applicants. The «News» section provides information about the activities performed, achievements of individual students, teachers and the College as a whole. Currently, the website is upgrading with its interface improving, with broader functionality and number of pages of information.

The course books on general subjects amount to 1500 units, while the books on special subjects amount to 16540 units.

Educational literature (books) – 2590 units.

- 1) In Kazakh language – 1150 units.
- 2) In Russian language- 1440 units.

The library stock of the Medical College is annually completed with new educational and scientific-medical literature.

The library's fund subject to cooperation with the library of S.D. Asfendiyarov KazNMU amounts to 20,986 units (including 9,860 units in Kazakh language), Book availability per student is 28 units.

Strengths / best practices

- The training equipment and software used to develop the EP are sufficient and meet the safety requirements during operation.
- The educational institution creates a learning environment that promotes the formation of basic and professional competencies and takes into account the individual requirements and opportunities of students
- The College creates conditions for the development of applied skills among students and teaching staff in the disciplines under study
- The College conducts an assessment of the development dynamics of material and technical resources and information support for the EP.
- The College has the necessary 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, multimedia and language equipment.
- Free access to educational Internet resources.
- The EP management demonstrated the reflection of information characterizing the EP on the web resource

EEC recommendations

- To continue work to strengthen the material and technical base; equipping of the library stock with educational, methodological and scientific literature on paper and electronic media in the context of the languages of instruction and specialties.
- The College management to analyze the requirements of students in distance education (survey, questionnaire).
- To introduce the development of electronic textbooks in the educational process.

Conclusions of the EEC by the criteria: (strong / satisfactory / Implies improvings / unsatisfactory)

Strengths - 10

Satisfactory – 2

Implies improvings - 0

Unsatisfactory - 0

(VII) REVIEW OF STRENGTHS/ BEST PRACTICES BY EVERY STANDARD

The Standard 1 Mission and Management

- The College vision, mission and strategy are consistent;
- The declared mission and strategic goals are consistent with the goals and objectives in the national system of technical and professional, post-secondary education, and regional development;
- All the dynamics of the EP activities in all areas are carried out in accordance with the mission, strategy, available college resources that ensure the achievement of the final results of training.
- Timely revision of the mission, objective and policy of the College.

The Standard 2 Educational Program

- The EP structure provides for various types of activities, the content of which contributes

to the development of the professional competencies among students taking into account their personal characteristics;

- The training equipment and software used to develop the EP are similar to those used in the relevant healthcare organizations.
- For the conduct of special disciplines and practical training specialists with practical work experience are involved in the organization.
- The organization provides equal opportunities for students regardless of the language of instruction;
- The organization demonstrates the formation of basic and professional competencies, skills and knowledge blocks among students;

The Standard 3 Efficiency of the Educational Program

- There is a positive experience from working of creative groups of teachers with topical issues of the educational process;
- Modern educational and information-communication technologies are introduced;
- Information on work experience of the College teaching staff is published in periodicals;
- Optimal cooperation conditions for training specialists are created: exchange of experience, holding seminars, conferences, competitions of mutual learning.

The Standard 4 Teachers and Efficiency of Teaching

- The College demonstrates the recruitment system based on the analysis of the TS requirements. Selection and deployment of personnel is carried out on the basis of approved procedures, taking into account the business and professional qualities of applicants.
- Distribution of teachers in disciplines is carried out in accordance with their diploma qualifications and / or work experience in the workplace, all personnel procedures are transparent;
- The College realizes purposeful actions for the development of young teachers (School of Young Teacher);
- The teaching staff actively participates in the life of the professional association.

The Standard 5 Students

- Availability of a policy for the formation of a student contingent of the EP and transparency of its procedures;
- Availability of comprehensive mechanisms for providing graduates with employment;

The Standard 6 Learning Resources

- The training equipment and software used to develop the EP are sufficient and meet the safety requirements during operation.
- The educational institution creates a learning environment that promotes the formation of basic and professional competencies and takes into account the individual requirements and opportunities of students
- The College creates conditions for the development of applied skills among students and teaching staff in the disciplines under study
- The College conducts an assessment of the development dynamics of material and technical resources and information support for the EP.
- The College has the necessary 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, multimedia and language equipment.
- Free access to educational Internet resources.
- The EP management demonstrated the reflection of information characterizing the EP on the web resource

(VIII) REVIEW OF RECOMMENDATION FOR IMPROVING QUALITY

The Standard 2 Educational Program

- To continue introducing modern learning principles including innovative teaching methods;
- To ensure operational communication between the educational program and the subsequent stages of professional training (bachelor's degree, specialization) or practice which a student will start after the end of training.

The Standard 3 Efficiency of Educational Program

- To continue introducing researches into the educational program.

The Standard 4 Teachers and Efficiency of Teaching

- To intensify activities to improve the category of teaching staff of the EP;
- To improve the implementation of information technology and innovative teaching methods;
- To improve the system of information and methodological support of teachers (exchange of experience with other educational organizations);

The Standard 5 Students

- It is necessary to establish a system of academic counseling for students, which includes issues related to the choice of optional occupational career planning courses, the appointment of supervisors (mentors) for individual students or small groups of students;
- To improve the provision of social and financial support to students who are aimed at meeting the requirements of students.

The Standard 6 Learning Resources

- To continue work to strengthen the material and technical base; equipping of the library stock with educational, methodological and scientific literature on paper and electronic media in the context of the languages of instruction and specialties.
- The College management to analyze the requirements of students in distance education (survey, questionnaire).
- To introduce the development of electronic textbooks in the educational process.

(IX) REVIEW OF THE RECOMMENDATIONS FOR DEVELOPING THE EDUCATION INSTITUTION

- To update the work on the introduction and further certification of the international quality management system.

PARAMETERS OF THE INSTITUTIONAL PROFILE

S No.	Criteria for Assessment	Position of educational institution			
		Strong	Satisfactory	Implies improving	Unsatisfactory
The Standard MISSION AND MANAGEMENT					
1	The Medical College must determine the mission, goals and expected results of the educational program and bring them to the information of the stakeholders.	+			
2	The mission, goals and expected outcomes of students are periodically reviewed to reflect:	+			
	professional standards of technical and pvocational, post-secondary education in medical and pharmaceutical specialties;	+			
	requirements and expectations of stakeholders.	+			
3	The Medical College must have a strategic development plan that corresponds to the stated mission of the educational program and ensures the achievement of the final results of training.	+			
4	The Medical College must guarantee representation from teachers and students in the management of the educational program, ensuring their quality.	+			
5	Documentation and publication must be accurate and reliable. References to proposals, results, accreditation / approval status of the program, academic program, staff policy and admission policy, evaluation policy, requirements for completion of the program for qualification, and training costs must be accurate and reliable.	+			
6	The academic policy of the Medical College is coordinated with the training program for specialists with secondary medical and pharmaceutical education. This policy is aimed at achieving the mission, goals and expected results of students and is fair, published, revised to improve the quality of the educational program.	+			
TOTAL		8	0	0	0
The Standard EDUCATIONAL PROGRAMS					
7	Educational and programmatic documentation: the typical curriculum, typical working curricula and programs, individual curricula correspond to the goals, the content of the educational program for achieving the expected learning outcomes.	+			
8	The Medical College must 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 must provide a description of the content, volume and sequence of courses and other elements of the educational program to ensure adherence to the principles of	+			

	studying the cycle of disciplines integrated into modules by the principle of integrated learning.				
10	The Medical College must set a certain amount of time for the profile specialization component, which includes disciplines in the priority areas of health, taking into account national and regional needs.	+			
11	The Medical College must 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 healthcare organizations that were clinical bases to pass internships, are operating, determine the expectations of all participants and provide protection for students.	+			
13	The Medical College guarantees a variety of assessment methodologies that reflect established core and professional competencies, and assess the achievement of the learning outcomes of students.	+			
14	Work curricula and curricula for academic subjects must be regularly reviewed in accordance with the goals and outcomes of the educational program to ensure integrity, rigor and relevance.	+			
15	The Medical College must provide an operational link between the educational program and the subsequent stages of professional training (bachelor's degree, specialization, RW / NMO) or internship which the student will begin after the completion of training.		+		
TOTAL		7	2	0	0
The Standard EFFICIENCY OF EDUCATIONAL PROGRAM					
16	Within the framework of the educational program, a student evaluation plan is defined and implemented, in which the fact of reaching by the alumni of the program of expected learning results is determined and the efficiency of the program is assessed.	+			
17	Polls 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 graduates. The data collected include, inter alia, the percentage of graduates, the percentage of successfully passed the certification examination, and the percentage of employment.	+			
18	Data on the cumulative results of students indicate the the program efficiency in achieving the mission and objectives, as well as the expected results.	+			
19	The aggregate results of the teachers correspond and contribute to the achievement of the mission and objectives of the educational program and the expected results 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 monitoring system of the educational program includes the determination of the degree of satisfaction of students and employers with the quality of education.	+			
22	The Medical College has mechanisms for approving, regularly evaluating and monitoring the educational program and graduates.	+			

TOTAL		7	0	0	0
The Standard TEACHERS AND EFFICIENCY OF TEACHING					
23	The Medical College must ensure that the qualifications of the teachers correspond to the profile of the subjects taught.	+			
24	The teaching staff that ensures the implementation of the program must be represented by specialists in the specialized fields of knowledge covered by the educational program.	+			
25	Mentors, if available, must be qualified professionals with relevant experience of practical work and their job responsibilities must be clearly documented.	+			
26	The number of full-time teachers must be sufficient to ensure that the results of student learning and the results of the program will be achieved.	+			
27	Teachers must take part in continuous development and receive support for educational and distance technologies.	+			
28	The Medical College must identify and implement an employee performance and development policy that:	+			
29	ensures that clinical activities and research are used in teaching and learning;	+			
30	guarantees the adequacy of the knowledge of each employee of the educational program, which includes knowledge of the methods of teaching / learning and the general content of the educational program, and other disciplines and subject areas in order to stimulate 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 practical health teachers.	+			
32	The Medical College monitors the activities of the teaching staff, systematically assesses the competence of teachers, and a comprehensive assessment of the effectiveness of the quality of teaching.	+			
33	A systematic assessment of the activities of teachers demonstrates competences that are consistent with the goals and outcomes of the educational program.	+			
TOTAL		11	0	0	0
The Standard STUDENTS					
34	Changes in policies, procedures and information about the educational program are reported clearly, consistently and in a timely manner to the students.	+			
35	The Medical College guarantees the quality of programs and graduates on the basis of regular feedback from employers, representatives of industrial practice and other relevant organizations.	+			
36	Students must be clearly informed about the evaluation strategy used in their program, about exams or other methods and criteria for evaluating their knowledge, skills and attitudes.	+			
37	The Medical College must:				
38	have a system of academic counseling for their students, which includes issues related to the choice of optional classes, career planning, the appointment of supervisors (mentors) for individual students or small groups of students.		+		
39	offer a student support program that addresses social, financial and personal needs, which includes support in connection with social and personal problems and events, health and financial problems, access to		+		

	health care, immunization programs and health insurance, as well as financial assistance services in form of material assistance, scholarships.				
40	allocate resources to support students		+		
41	ensure confidentiality regarding counseling and support.	+			
42	The Medical College must identify and implement a policy of representation of students and their respective participation in the development, management and evaluation of the educational program, and other student-related issues that includes student self-government, the participation of student representatives in the boards of the medical college and other relevant bodies, and in public activities and local health projects.		+		
TOTAL		5	3	0	0
The Standard LEARNING RESOURCES					
43	The Medical College must ensure that the resources used to organize the learning process are sufficient and meet the requirements of the educational program being implemented.		+		
44	The budget and material resources are in sufficient quantities to ensure that the program achieves its mission, goals and expected results. Verification of the sufficiency 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 requirements 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 technological services;	+			
48	Library services;	+			
49	support of distance education, if necessary;		+		
50	consultancy services, including career counseling in health care;	+			
51	other support services for students (for example, literature centers, support services for persons with disabilities), if they are relevant to the program.	+			
52	The resources are sufficient in volume, level, variety and quantity to support the EP, the research program, and the intellectual and cultural development of students, teachers and staff.	+			
53	The Medical College has the necessary resources for acquiring practical skills for students and mastering professional competencies, including specialized laboratories, mannequins, simulators, simulation equipment, as well as clinical bases of practical public health.	+			
54	The Medical College must guarantee integration with intramolecular electronic resources, the availability of comparative information (benchmarking) about the achievements of the implementation of the educational program against the background of other specialties (training areas) in the Medical College.		+		
TOTAL		9	3	0	0
TOTAL		47	8	0	0