



«АККРЕДИТТЕУ ЖӘНЕ РЕЙТИНГТИҢ  
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 for evaluation  
for compliance with the requirements of institutional accreditation standards  
Educational institution "Ayazhan-Karasai" college  
in the period from 27.03.2018 to 29.03.2018.

Kaskelen 2018

INDEPENDENT AGENCY OF ACCREDITATION AND RATING  
External expert commission

*Addressed to  
Accreditation  
advice of the NAAR*



Независимое агентство  
аккредитации и рейтинга

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**"29" March 2018**

## **(I) LIST OF SYMBOLS AND ABBREVIATIONS**

State Educational Standard - State Compulsory Education Standard

IGA - Final State Attestation

MO - Medical organizations

TIPO - Technical and vocational education

RUE - Working Training Programs

РВПЛ - Working curriculum

TMU - Typical training programs

ТВПЛ - Sample curriculum

KTP - Calendar thematic plan

QMS - Quality Management System

YP - Educational work

Software - Production Training

PP - Professional practice

OP - Educational program

UMK - Educational and methodical complex

Educational-methodical complex of discipline

ЦМК - Cyclic Methodical Commission

PC - Personal computers

ICT - Information and Communication Technologies

PS - Teaching staff

OL - Pedagogical workers

SanPiN - Sanitary rules and regulations

FAP - Feldsher-midwife point

SED - Socio-economic disciplines

ООД - General educational disciplines

ОГД - General humanities disciplines



## **(I) INTRODUCTION**

According to the order of IAAR №4-18-OD from 05.01.2018 Internal expert commission ( IEC) made visit to Institution of Education college «Ayazhan Karasai» with activity of TPO in March 27 – 29, 2018. Specialized Accreditation IAAR made marking of correspondence to the education program 0301000 «Treatment Business» qualification 0301013 Medical Assistant.

Staff of SEC:

1. Commission chairman – Tokbergenova Gulmira Telmanovna, director of CLR Medicine college «Interdent» ( Almaty)
2. Expert – Moldina Meruert Aitmaganbetovna, Assistant of director by teaching work CSCO «Medicine college Zhezkasgan city» DPH Karaganda region ( Zheskasgan city)
3. Work – owner – Satybaldinova Zarykkan Bolatovna, Assistant of director by questions of Public Health and audit CSCO on PCU Karasai Central district hospital ( Kaskelen)
4. Student – Amantayeva Aiman Malikkyzy, student of 4 course specialty «Treatment Business» Medicine college «Zardem» ( Kaskelen)
5. Observer of Agency – Dzhakenova Alisa Satbekovna, Headmaster of medicine projects of Agency ( Astana)

Report of SEC contains mark of correspondence of presented education programs of Institution of Education to IAAR criteria, recommendation of SEC for further improvement of education programs and parameters of profile of teaching programs.



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

The educational institution "Ayazhan Karasay" college was reorganized in 2015 as a private medical college. On the basis of the Regulations approved by the Department of Justice of the Almaty region on June 19, 2000, No. 684-1907 (State license of the AA-5 series No. 0106320 dated August 6, 2010 issued on the basis of the order of the Ministry of Education and Science of the Republic of Kazakhstan dated August 06, n / 1) the college used to conduct its educational activity earlier as the Educational Establishments branch of the college "Ayazhan" and was certified by the order No. 6 of January 3, 2013 by the committee of the Control Committee for Medical and Pharmaceutical Activities of the Ministry of Health of the Republic of Kazakhstan, "On the results of the State Attestation of the Educational Establishment of the Branch of the College" Ayazhan ".

The activity of the college is carried out on the basis of:

- The Charter of the College of "Ayazhan Karasai", registered on 01.04.2015 in the Justice Department of the Republic of Karasai district of Almaty region.
- Certificate of registration of a legal entity BIN 150440001273 - dated 01.04.2015, registered in the Ministry of Justice of the Republic of Kazakhstan.
- On the basis of state license No. KZ25LAA00005377 of 21.07.2015, with an appendix to the license for the following specialties: 0301000 "Medical business", 0302000 "Nursing", issued by the Department for Control in Education in Almaty, the Committee for Control in Education and Science MES of RK.
- The Strategic Development Plan of the Republic of Kazakhstan until 2020, approved by the Decree of the President of the Republic of Kazakhstan in 2010,
- The State Program for the Development of Education of the Republic of Kazakhstan for 2011-2019, approved by the Decree of the President of the Republic of Kazakhstan on December 7, 2010,
- By the Decree of the Government of the Republic of Kazakhstan dated May 17, 2013 No. 499 on the Model Rules for the Activities of Organizations of Technical and Vocational Education (with amendments and additions of December 19, 2014),
- The Law of the Republic of Kazakhstan of November 13, 2015 No. 398-V "On Amendments and Additions to Certain Legislative Acts of the Republic of Kazakhstan on Education", standards and criteria for institutional accreditation, other regulatory documents.
- Conclusions of the sanitary and epidemiological service and state fire control for the use of the educational building.

The college works in the direction of training of qualified mid-level specialists for the healthcare system of the Republic of Kazakhstan, taking into account the needs of employers.

Over the years of the existence of the college 18 issues have been implemented and 2301 specialists have been trained.

The college "Ayazhan Karasay" is located in a two-story building, with a total area of 766 sq.m. The total number is 12 classrooms. In addition, under the contract, he additionally uses buildings in the town of Kaskelen at: Abylayhan 74, 2 floor in which there are 8 classrooms, which makes up the training area - 420 sq. M., With CRB of Karasai district 1 classroom (25 sq. M.).

The contingent of students of the college is 1108, of which in the Kazakh language - 911.

The contingent of students on the specialty 0301000 "Medicine" -856 of them in the Kazakh language - 659. The contingent of students on the specialty 0302000 "Nursing" - 252, of which 252 are taught in the state language.

Currently, 59 teachers are involved in the pedagogical process, 51 of them (86.4%) full-time. From the number of full-time teachers: Ph.D. - 1 (2.0%), the highest 10 (19.6%), the first category - 10 (19.6%), the second category-8 (15.7%), without category 22 (43.1%) . Over the past five years, all the staff teachers. Teachers of the college have a corresponding basic education.

**Table 1 - Indicator for the employment of college graduates**

Issue year	Number of graduates	Number of work–arranged graduates	Graduates entering HEI
2016	303	181	4
2017	295	236	3
2018	317	-	-

### **Research projects**

The college conducts purposeful work to attract students to research and creative activities, which contributes to the development of intellectual and creative abilities. Research and scientific search form the ability of students to find non-traditional approaches to the solution of tasks.

Students of the college take part in international, republican and regional competitions and competitions. Annually in the college, under the guidance of teachers of special disciplines and the cabinet of the "Healthy Way of Life" of the district polyclinic of the Karasai CRH, round-table discussions, seminars, trainings, studies on the dangers of smoking and alcohol on the human body are conducted with students of 2-3 courses. In 2016-2017 in the college was held a scientific and practical conference on the theme: "Healthy way of life", organized by the department of practical training. The best works of the scientific-practical conference are provided at city conferences. So, in 2017, Koshier Nazgul, who is studying the third year of the specialty "Medicine", took the third place for the research work "College student's education" өмір-сүру ұзақтығын арттыратын денсаулыққа әсер etthin factorlarө көз-қарасы ". A worthy confirmation of the coordinated work with medical organizations and organized help in manifesting the creative potential of the students was the work of Prashov Kairat, who received the third degree diploma in the city contest "The Best Graduate of the Year". In 2017, the student of Ytebay Saltanat became the holder of the 2nd degree diploma at the regional contest "Abay oylary" in Taldykorgan, and won first place in the contest "Abay oulary", which was held in Astana. The SS of the college ensures the introduction of the results of research work by participating in the Republican and International scientific and practical conferences and publications.

### **(IV) DESCRIPTION OF THE VISIT OF THE BEC**

The work of the WEC was carried out on the basis of the program of the visit of the expert commission for institutional and specialized accreditation of educational programs to the College of Education "Ayazhan Karasai", from March 27 to March 29, 2018.

In order to obtain objective information about the quality of educational programs and the entire infrastructure of the college, the content of the self-assessment reports was clarified: meetings were held with the director, deputy director for educational work, deputy director for educational work, deputy director for practical work, deputy director for economic work, head of the personnel department, head. CMC, head of the department, methodologist, chief accountant, teacher-psychologist, teachers, students, graduates, employers. In all, 164 people took part in the meetings of the first cluster.

**Table 2 - Information on the number and categories of participants in meetings.**

<i>Category of participants</i>	<i>Number</i>
Director	1
Assistant of director	4
Department managers	4
Chief accountant	1
Headmaster of Human Resources	1
Teachers	39
Students	80
Graduators	30
Work - owners, social partners	4
Parents of students	
<b>TOTALLY</b>	<b>164</b>

During the work of the VEC, a visual inspection of the college infrastructure was carried out: classrooms, computer classes, a library, a reading room, a medical center, a food station, a simulation center, pre-clinical practice rooms. The documentation of the cycle methodological commissions, departments implementing accredited educational programs was also studied. The bases of practical training of accredited programs are visited: GKP on PVC Karasai CRH, LLP "Alat S", Private house boarding house for elderly disabled Nur Otau.

To conduct training in special disciplines, there are contracts with basic medical organizations, the PCU for PCV Karasai District Hospital of Kaskelen, the PCP at PHC Zhambyl District Hospital of Uzynagash Village, State Clinical Hospital No. 1 of Almaty, Private House Pension for the elderly disabled Nur Otau Kaskelen, LLP "Alat S" have offices, equipped with the necessary furniture, visual aids. The social partnership in the field of medical education is aimed at bringing the level of professional training closer to the needs of employers, strengthening the ties of the college with the MO. In order to strengthen and develop social partnership with medical organizations and college, certain joint work is carried out in the following areas: forecasting the training of qualified specialists, patient-centered approach to training, improving the relationship between the educational institution and the Ministry of Defense. In the current practice is often used such forms of cooperation as practical training of students in real workplaces, the participation of employers in the certification of students, joint events, meetings with alumni and parents, organization of excursions around the college, acquaintance with the profession.

In the basic MO, the necessary conditions for qualitative passage of practices are created, and training rooms for students of the college are allocated.

The interactive teaching methods used allow the therapeutic bases to become active and full participants in the educational process, influencing the content of education, and the college - to influence the quality of medical care for the population.

When visiting practical bases, the experts got acquainted with the material and technical base of medical organizations, visited the administrative building, specialized departments where students pass professional practice. The members of the VEC met the chief doctors, chief and senior nurses, head of the department, who spoke about the requirements for trainees, the process of passing the practice. It is noteworthy that the PCU for PCV Karasai District Hospital in



Kaskelen, Private House Pension for the elderly disabled NurOtau Kaskelen, LLP "Alat C" not only provides jobs for the time of training, production practice, but also actively participate in adjusting the content of training plans and programs, as well as in assessing students' knowledge, skills and skills. During the visit to the practical bases, evidence was obtained of the practice of the students of the fourth year of the college. Alumni were represented. Feedback from the leaders of the Ministry of Education about students and college graduates is positive. The proof of qualitative training of specialists is that graduates of the medical college "Ayazhan Karasai" work in all departments.

The members of the WEC were visiting the clinical base of the PCU at the PCV Karasai district hospital in Kaskelen. A meeting was held with the chief doctor Sarsenbayev, EB, during the conversation it was revealed that the administration of the PCP at the Karasai CDC Karaganda HRC Kaskelen works in close contact with the medical college "Ayazhan Karasai". The main and senior nurses of the hospital conduct practical classes at their workplaces, actively participate in the implementation of the OP, take part in assessing the quality of knowledge and skills of students, college graduates.

During a conversation with the main nurse of CRH Zhylgildieva A.N. it was revealed that out of 928 people of average medical workers of MO 412 people (41.9%) are graduates of this college. When applying for a job, they undergo internships in the departments of the Central District Hospital, often rotate among the average medical workers, which allows achieving good results in serving the population.

When visiting the private house-boarding house "Nur Otau", the management and the medical staff express their gratitude to the administration of the college and students for their help in providing nursing care for the elderly and disabled.

An interview was conducted with graduates (30 people) of the medical college "Ayazhan Karasai", working in different departments (therapeutic, gynecological, polyclinic, OSMP, receiving rest, etc.).

They shared with the members of the WEC about the successes in their work, their achievements, expressed gratitude for the profound knowledge received within the walls of the college.

The theoretical and practical classes (9 lessons) "Fundamentals of Nursing", "Ophthalmology", "Obstetrics and Gynecology", "Sisterhood in Pediatrics", "Anatomy", "Propedeutics of Internal Diseases", "Nursing in Surgery", "Internal Diseases", "Surgical Diseases". The analysis of the attending classes showed that the teachers have developed calendar-thematic plans, approved work programs, the CMD. In general, all classes attended were conducted at a sufficient methodological level.

The WEC members also attended an educational event dedicated to the celebration of Nauryz Meiramym prepared by the students of the 1-3 courses of the college together with group curators and deputy director for educational work. The purpose of the event was to get acquainted with the Kazakh folk traditions, customs, rituals.

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

Previously, there was no accreditation in this institution.



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

### 6.1. Standard "Mission and Strategic Objectives"

#### **Proving part**

The vision, mission and strategic plan of the college are coordinated among themselves, adequate to the available resources, the needs of the labor market and the educational policy of the Republic of Kazakhstan.

The mission of the college "Ayazhan Karasai" is the provision of quality education, the preparation of competitive specialists in demand on the labor market in the healthcare system of the Republic of Kazakhstan. The mission was updated in 2015 taking into account the Comprehensive Nursing Development Plan in the Republic of Kazakhstan until 2019, the Roadmap for the implementation of the plan, the State Educational Establishment and the State Health Development Program "Densaulyk" for 2016-2019. The strategic plan is focused on sustainable development, taking into account the strengths and weaknesses of the organization, threats and opportunities, and is associated with the growing competitiveness of educational services.

The strategic plan covers the following areas:

- increasing the level of students' satisfaction with the quality of educational services;
- systematic increase in the performance and quality of knowledge;
- Increase the number of teachers who have the highest and first grades;
- increase in the number of educational and methodological literature, incl. in the state language in the profile disciplines of the State Educational Establishment;
- equipping the cabinets with simulation simulators, phantoms.

The basis for determining the mission, goals and objectives for the development of the college is the provisions of the State Program for the Development of Education in the Republic of Kazakhstan for 2011-2020, approved by the Decree of the President of the Republic of Kazakhstan on December 7, 2010, the State Program for the Development of Healthcare of the Republic of Kazakhstan for 2016-2019. "Densaulyk", the Law of the Republic of Kazakhstan "On Amendments and Additions to the Law of the Republic of Kazakhstan" On Education "dated November 13, 2015 No. 398-V, the Strategic Plan for the Development of the Republic of Kazakhstan until 2020, approved by the Decree of the President of the Republic of Kazakhstan in 2010 and other conceptual documents of the Ministry of Education and Science of the Republic of Kazakhstan. The vision and mission of the college are adjusted taking into account the new program documents adopted and the annual Address of the President of the Republic of Kazakhstan NA. Nazarbayev to the people of Kazakhstan. The mission, goals, objectives and strategic plan of the college were discussed and approved at a meeting of the Pedagogical Council (Minutes No. 1 of August 28, 2016).

The college pays sufficient attention to the development of mechanisms for maintaining the mission, goals and objectives. The main documents for the implementation of the goals and objectives of the college: Strategic plan for the development of the college, the Work Plan of the Pedagogical Council; Work plan of the methodical council; Plan for educational work; Plans for the work 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, 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."

The mission statement, goals and strategies of the college fully reflect the individuality and uniqueness of the college.

The college attracts the teaching staff and employers to the formation and implementation of the strategic plan. Accounting for the interests of employers is laid down at the level of determining the goals of training specialists. Employers annually voice their needs for specialists and the requirements for their training.

It is necessary to note in the stated formulations the special needs of the contingent of students of the college in psychological and pedagogical support, all-round personal development and spiritual and moral upbringing. And as a large amount of work of the team to organize and create a psychologically comfortable, the most saturated supportive and developing environment.

At the same time, a survey of pedagogical staff, in which 44 people (86.2% of the total number of IPRs) 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 training programs, in their opinion, is at a good level (100%); the involvement of teachers in the process of making managerial and strategic decisions 100% of respondents.

#### **Analytical part**

The analysis of the compliance of the activities of the college with the criteria of this Standard generally speaks of the maturity of administrative and management personnel (hereinafter referred to as AUP) in understanding the importance of clear strategic, tactical and operational planning in achieving the set goals and objectives, the existence of an integrated development system in the organization and continuous improvement.

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

#### **Strengths / best practices:**

The vision, mission and strategic plan of the college are coordinated among themselves, individual and unique, periodically reviewed, updated, supplemented taking into account the needs of society. The College systematically collects, accumulates and analyzes information about its activities and conducts self-assessment in all areas involving all participants in the educational process.

#### **Conclusions of the WEC on the criteria: (strong / satisfactory / suggest improvements / unsatisfactory)**

In general, according to this Standard, the activities of the organization meet the criteria. But at the same time, an analysis of the available resources, in particular material and technical resources, is not sufficient to realize the set goals.

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

Strong positions - 15, satisfactory - 1,  
suggest improvement - 0, unsatisfactory - 06.2.

#### ***Standard Administration and management***

##### **The Evidence**

The management system of the college is aimed at realizing the mission and strategic goals. The management of the college is carried out in accordance with the Law "On Education" of the Republic of Kazakhstan (with amendments and additions as of 13.02.2012), normative and legal documents of the Ministry of Education and Science of the Republic of Kazakhstan, the College Charter and internal regulatory documents. Confirming documents on the organizational structure of the college are:

-the order "On the organization of the School of the Beginning Teacher", No. 6-H of 04.09.2017;

-the order "On the approval of the composition of the pedagogical council" No. 2-N of 02.09.2017.

-the order "On the approval of the composition of the Methodological Council" No. 1-H of 02.09.2017.

-the order "On the establishment of a certification commission", No. 44-N of 12.10.2017;

-the order "On the Council of Students", No. 8-N of 04.09.2017;

-the order "On the appointment of platoon commanders and unit commanders at the Ayazhan Karasai College, No. 23-N of 05.09.2017;

-the order "On the creation of a commission to review the cabinets", No. 50-N of October 20, 2017;

- "On the establishment of the Board of Guardians" No. 35-H of 20.09.2017; examined at the meeting of the Pedagogical Council No. 1 of August 27, 2017;

- on the parent committee, considered at the meeting of the Pedagogical Council No. 1 of August 27, 2017;

In order to control the improvement of the activities of the college by preventing, identifying and correcting shortcomings, searching for reserves for improving the teaching and upbringing process and the work of its units, collegial control is carried out in the college. In order to assess the degree of compliance of the quality management system with the requirements of ISO 9001-2009, and to determine the possibilities and ways to improve it, internal audits that regulate the documented procedure of QMS CPM-03 "Internal Audit" are periodically conducted. From the collegiate management bodies there is a council of curators, a student council, a meeting with the director and a council for the prevention of violations. The activities laid down in the above plans of the councils cover all educational, methodological and educational work, their implementation is confirmed by the minutes of the meetings, annual reports. The effectiveness of management is ensured by a transparent multi-level system of planning, monitoring and reporting. The organizational structure and management system of the college functions quite efficiently, it allows solving all the problems facing the college. The college builds its activities on democratic principles, leadership leadership and involvement of employees and students in the management process. Functional distribution of responsibilities between different levels of management covers all the main areas of the college and allows the successful implementation of its development strategy. The management of the college is carried out by the unity of stable interrelations between structural divisions. The annual plans of the structural units are discussed and approved at the appropriate organizational stages. The College monitors and systemizes information on the results of interim certification, final certification and other activities, which is reflected in semi-annual and annual reports.

The expert group notes that the organizational, functional and staff structure complies with regulations. The transparency of the management system and the decisions made can be traced. The flexibility of the organizational structure allows the college to respond quickly to changes in the external environment.

In the college there are certain mechanisms for studying, identifying and analyzing the degree of satisfaction of the needs of teachers, staff and students. The result of satisfaction of the needs of students is the opening of the electronic reading room and the expansion of the simulation center.

Along with the positive moments, there are some comments on certain areas of leadership and management in the college.

So, for example, the mechanisms of assessing the effectiveness of the use of financial reporting, analysis, assessment and prevention of potential risks for the organization and certain types of its activities have not been sufficiently developed in the college. Экспертная группа отмечает что, организационная, функциональная и штатная структура соответствует нормативно-правовым актам.

**The results of the questionnaire of pedagogical staff** conducted within the framework of the visit of the WEC were satisfied with this Standard:

recognition of your successes and achievements on the part of the administration - 81, 8% of satisfaction;

activity of the college administration 95.5% satisfaction;

participation in the adoption of managerial and strategic decisions 97.7% of satisfaction;

the perception by management and the administration of the college of criticism in its address -95.4% of satisfaction;

the feedback level of the IPR with the respondents' assessment manual is 93.2% of satisfaction;

**Questioning of students**, in which 61 people (5.5% of the total number) took part, demonstrated their positive assessment of the college's compliance with the criteria of this Standard.

So, for example, 93.4% of respondents were completely satisfied with the speed of response to feedback from teachers regarding the learning process;

96.7% of respondents were satisfied with the level of implementation of these rules and strategies of the educational program;

91.8% of the respondents are "completely satisfied" with the accessibility and responsiveness of the college management.

### **Analytical part**

In college there is a planning system that is constantly evolving, improving and improving. However, experts of the WEC note that inadequate volume mechanisms have been worked out to further improve the quality of satisfaction of the needs of other participants in the educational process: teachers, employers.

### **Strengths / best practice**

The organization demonstrates:

- the alignment of the organizational structure and documents on its functioning of its own mission and development strategy;
- evidence of openness and accessibility of managers and administration for students, teachers and parents.

### **REC recommendations:**

To improve the mechanisms for the continuous improvement of the organization's activities based on the results of the study and analysis of the satisfaction of the needs of teachers and employers;

### **Conclusions of the WEC on the criteria: (strong / satisfactory / suggest improvements / unsatisfactory)**

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

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

Strong positions - 11, satisfactory -2,

Supposed to improve - 0, unsatisfactory -

### 6.3. Standard "Educational programs"

#### *The Evidence*

The college prepares for the 2nd educational program. Educational programs are compiled on the basis of the SES 2010, 2015 and 2016.

The documentation on educational programs developed by the college includes the RUE, the schedule of the educational process, the schedule of classes, the working curricula of the disciplines, the calendar-thematic plan, the individual work plans of the teachers, the program of professional practices.

Working curricula for all specialties are considered at the meetings of the methodological council and approved by the director of the college, and work programs are considered at the meetings of the CCC and approved by the Chair of the Methodological Council. The work programs reflect the goals and objectives of the study of the discipline, the requirements for the level of content assimilation, structuring by types of training sessions with an indication of their volumes, training and methodological support with a list of basic and additional literature, as well as software used in the educational process; forms of intermediate and final control; a list of theoretical and practical topics. Work programs on training, production, professional practices and disciplines determined by the education organization are drawn up and reviewed at the meetings of the CCP agreed with the deputy chief physicians of medical organizations and approved by the deputy director for practical training.



The content of educational programs in the college is built in accordance with the Model curriculum of specialties. Conclusions that the OT correspond to the mission of the college and the requests of students, the management of the college makes on the basis of the feedback of employers, where college graduates work.

The list and content of the disciplines are available to the students. During the training sessions various forms are used (business games, trainings, discussions, excursions) forming professional qualities of students. Great is the role of professional practices, which are a direct component of the professional training of students. In the organization of education, the educational programs are updated, taking into account the interests of employers.

In the college of instruction is conducted in two languages, state and Russian. Individual assistance and counseling of students on the issues of the educational process are traced. Conditions are created for effective development of the OP. The educational process takes into account the individual characteristics of students, is supported in the implementation of the educational process and is a monitoring system for their achievements.

Trainees can get advice from teachers, as well as write on the director's blog, which is posted on the site <http://www.ayazhan-karasai.kz> and receive a detailed answer.

In college, special attention is paid to vocational training: practical training in general professional and special disciplines, industrial training, professional practice.

The types of practice of college students are: training practice, industrial training and professional practice. For the best organization and conduct of professional practice between the college and medical organizations of the towns of Kaskelen, Almaty, and Uzynagash village, the following contracts have been concluded: PCU on PHV Karasai District Hospital, Private Home Pension for elderly disabled "Nur Otau" LLP "Alat S", PCE on PHC Zhambylskaya district hospital in Uzynagash village, and City Clinical Hospital No. 1 in Almaty.

The understanding by the leadership of the OP 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 organization and formation of programs and curricula, taking into account modern requirements for specialists.

At the same time, in the course of the work, the WEC noted a number of shortcomings:

- the educational programs do not fully include the achievements of the State programs, medical and social sciences;
- there is not enough contact of the students of the "Medical business" with the patients of clinical base of practical public health services, in particular SSMP;
- there is not enough regular analysis of the effectiveness of material and technical and information support.

**The questionnaire of the teaching staff**, conducted during the visit of the NAEC of the NAEC, showed that:

- the content of the OP meets: very well - 18.2% of respondents, well - 79.5%;
- the attention of the management of the college to the content of the OP is met: very well 36.4% of respondents, well - 59.1% of respondents;
- knowledge of students obtained in college, meet the realities of labor market requirements in the opinion of 77.3% of respondents well and 20.5% very well .;
- 86,4% of respondents are satisfied with the formation of the ability to analyze situations and build forecasts for trainees.

### **Analytical part**

The Standard "Educational program" is developed in accordance with the mission, objectives and expected results of students. The implementation of the educational program is provided by a qualified professional pedagogical staff, active cooperation with healthcare organizations and a stable financial situation. The content and form of educational programs are coordinated with the strategic documents of the medical college.

### **Strengths / best practice**

- educational programs comply with the requirements of the State Educational Establishment, the learning process is carried out on the basis of the developed teaching and methodological and legal documents, both in the state and Russian languages;
- The pedagogical staff of the college meets the qualification requirements and the specifics of educational programs. Planned actions are carried out to develop the pedagogical competence of teachers with experience and newly adopted;
- there is a well-established system of stimulating and personal growth of teachers;
- The structure of the OP 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 organization provides equal opportunities for students, including regardless of the language of instruction.

### **Recommendations of experts:**

We offer a medical college for the implementation of the OP:

- make wider use of teaching methods and teaching methods based on modern principles and innovative teaching technologies;
- strengthen the material and technical base;
- To expand clinical bases with the purpose of acquisition of sufficient professional competences at trained.

### **Conclusions of the WEC on the criteria: (strong / satisfactory / suggest improvements / unsatisfactory)**

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

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

Strong positions - 13, satisfactory - 7,

suggest improvements - 0, unsatisfactory - 06.4. Стандарт «Преподаватели»

### **The Evidence**

Teaching staff (PPP) composition is the main resource for ensuring the mission and strategic goals of the medical college. Highly qualified and motivated employees are the key to success. The college aims to have the best team of professionals by applying a quality policy on hiring, training, motivation, and ensuring the best possible working conditions. In this regard, in accordance with the Labor Code of the Republic of Kazakhstan, the normative legal acts of the Republic of Kazakhstan, the Charter of the college, internal acts of the college, taking into account the best practices in the field of human resources management, the College has developed the Personnel Policy.

The qualification requirements for the teaching staff are determined in accordance with the "Typical Qualification Characteristics of the Positions of Pedagogical Workers and Equal Persons" approved by the order of the Minister of Education and Science of the Republic of Kazakhstan dated 13.07.2009 for No. 338. For effective management on the basis of regulatory legal acts in College "Job descriptions" regulating functions, duties, rights and relationships of managers, teachers and other categories of employees.

The selection and placement of personnel is carried out taking into account business and professional qualities. Distribution of teachers in disciplines is carried out in accordance with their qualifications for the diploma.

The work of teachers is systematically assessed on a five-point scale in several directions: the quality of the teaching of the discipline, the quality of the teaching load, the availability of educational and methodological complexes for the taught discipline, the compilation of collections (lectures, methodological developments), the conduct of demonstration classes, the availability of published articles, life of college, district, city. The assessment is made by the chairmen of the CCP, the methodologist, the heads of the departments, the deputy directors for

educational, practical work in accordance with the directions of activity. At the CCP meeting, the results of the criteria are analyzed and communicated to each teacher of the CCP.

The college demonstrates the competence of members of the pedagogical collective in the application of information and communication technologies in the educational process. Pedagogical readings are held every year in order to improve pedagogical skills of teachers.

The college monitors the activities of the teaching staff, assesses the competence of the teacher and the effectiveness of the quality of teaching. Assessment of the professional competence of teachers is carried out by regular teachers passing periodic certification every five years, according to the Rules for attestation of pedagogical workers, approved by the Ministry of Education and Science of the Republic of Kazakhstan № 83 of January 27, 2016. There is a dynamics of increasing the growth of teachers. From 2015 to 2018, 54 teachers passed the advanced training. In the course of 5 years, the coverage of teachers' qualification improvement is 100%.

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

According to normative legal documents, the annual workload of pedagogical workers is determined. The workload includes the amount of hours spent on the subject of teaching, consultations, examinations, curatorship, and management of the classroom. Implementation of the training load is reflected in the training journal, in the teacher's reports on the educational, methodological and educational work done. At the beginning of the academic year, teachers make up "Individual work plans", which are considered at meetings of subject-cycle commissions.

In 2015-2016 academic year, 56 teachers were involved in the preparation of students, 48 of them (85.7%) of full-time teachers and 8 (14.3%) part-time teachers. Of the full-time teachers 1 (2.0%) candidate, with the highest and the first -21 (43.8%).

In the 2016-2017 academic year, 60 teachers were involved in training the trainees, including 52 (86.7%) full-time teachers and 8 (13.3%) part-time teachers. Among the full-time teachers there are 1 (1.9%) candidates, with the highest and the first -22 (40.4%).

In the academic year 2017-2018, 59 teachers were involved in training the trainees, 51 of them (86.4%) full-time teachers and 8 (13.6%) part-time teachers. Among the full-time teachers there are 1 (2.0%) candidates, with the highest and first -20 (39.2%).

**At the same time, in the course of the work, the WEC noted that:**

- 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, summarizing and disseminating positive pedagogical experience).

**The questionnaire of the IPR**, carried out during the visit of the NAEC VEK, showed that

The College has the opportunity to provide:

- a system of encouraging innovation - 99.7% of satisfaction;
- the availability of necessary scientific and educational literature in the library for teachers - 95.4% of satisfaction;
- Teaching staff in using their own innovations in the learning process 99.7% of satisfaction;
- an opportunity for continuous capacity development - 99.5% satisfaction;
- level of stimulation and attraction of young specialists - 93.2% of satisfaction;
- work on raising the qualification level - 95.2% of satisfaction.

At the same time, a little lower respondents estimate the possibility of combining teaching with scientific research - 90.9% of satisfaction.

**Analytical part**



Based on the results of the study and analysis of the compliance of the evidence base with the criteria of the Standard, the experts of the WEC conclude that all teachers are represented by specialists in specialized fields of knowledge, have the necessary skills and experience to effectively transfer knowledge in the educational process, and to provide feedback about the quality of their teaching. Teachers fulfill the planned workload. One can note the high level of professional development and visits to various schools and creative pursuits, and purposeful work is provided to support young teachers.

#### **Strengths / best practice**

- the selection and placement of teaching staff in the college is carried out taking into account the pedagogical qualifications and professional growth;
- the analysis of the quantitative and qualitative composition of teachers corresponds to qualification requirements and strategic goals;
- The rights and duties of college teachers are regulated by job descriptions, which are reviewed and analyzed annually in accordance with the requirements;
- the management of the college monitors the activities of the teaching staff, a systematic assessment of the competence of teachers, a comprehensive assessment of the quality of teaching;
- the workload of teachers includes various activities;
- The college provides targeted actions to develop young teachers;
- there are mechanisms for stimulating the professional and personal development of teachers and workers.

#### **REC recommendations:**

- Strengthen the work on integration with practical health care with the introduction of priority directions in medicine;
- to diversify the methods of teaching clinical disciplines with the use of innovative technologies;
- To involve teachers and students of the college in the NDP more widely through signing contracts with universities and libraries.

#### **Conclusions of the WEC on the criteria: (strong / satisfactory / suggest improvements / unsatisfactory)**

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

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

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

#### 6.5. Standard "Students"

##### **The Evidence**

Work on formation of the contingent is conducted in the context of qualifications: the basic level of education of the applicant, the full-time education, the languages of instruction (Kazakh and Russian). All information on the formation of the student contingent is posted on the college's website. Acquaintance of applicants with the conditions of admission is made through visual informational materials, videos, as well as on the college's website. Career guidance is provided for the schools in Kaskelen and in the regions of Almaty oblast. For each school in the city of Kaskelen, those responsible for the organization of vocational guidance work are assigned. The policy of formation of the contingent is to admit to the number of students the persons most prepared for training in the college who deliberately chose the specialty, who scored a threshold point on the results of the entrance examinations, unified national testing, graduates of general schools, and comprehensive testing of entrants. The rights and duties of the students are clearly stated in the rules of the internal regulations of the activities of the students of the college. In the guidebook and on the information stand there is a schedule of the educational process, a schedule of training and production and professional practices, a schedule

of additional classes for passing exams and differential tests. All this information is also brought to the students during curatorial hours, at parents' meetings.

A survey of students' satisfaction with the activities of the college is conducted and feedback is functioning, including the prompt presentation of information on the results of evaluation, learning outcomes.

For academic support of students, students who do not graduate in the disciplines, who have missing because of illness, for family reasons, teachers organize additional classes and consultations. A timetable for rescheduling academic debts, a schedule of consultations is posted.

The management conducts work on the organization of high-quality passage of professional practices at the bases of the city and regional Municipalities, while at the same time it solves problems of employment of graduates. As a result of the professional practice, each student is given the characteristics of a direct supervisor, who are analyzed by the methodical leaders in order to adjust the learning process. Monitoring of satisfaction based on the results of practice is carried out by questioning students and employers. The students are satisfied with the learning process. Students who passed the final certification and confirmed the assimilation of the relevant professional training program, the SAC decision is awarded the appropriate qualifications.

In order to provide professional psychological support and support to students in the college, a psychologist works, on the website, stands there is a psychologist's helpline, there is a box of complaints and suggestions. A lot of attention is paid to the social support of students, a flexible system of payment for tuition is offered at a discount of 30%, 50%.

The work of students in the Student Council in four areas is organized: information, organizational, volunteer, patriotic. Trainees participate in collective management bodies, in the development, management and evaluation of educational programs and other issues of student life. Regular monitoring of satisfaction with the quality of educational services is monitored, through a questionnaire by a psychologist. The optimal educational environment of the college contributes to the successful development of knowledge and skills for the formation and self-development of the individual and their creative abilities. There are resources that provide conditions for the implementation of educational activities on the basis of ICT, the library fund and qualified teaching staff. A sufficient number of bases, medical organizations for carrying out SCP, PP for specialties, courses and profile are presented for practical training.

Educational work in the college is focused on the formation of civil-patriotic consciousness, moral position, development of cognitive interests, creative activity of students. In the process of educational work, the pedagogical team of the college, curators are trying to create conditions for students to develop intercultural and interdisciplinary knowledge and skills, the abilities necessary to adapt students in the modern world, to solve emerging life problems, and their productive activities. The youth wing "Zhas Otan" is functioning at the party of the branch "Nur Otan" of Karasai district, the chairman of which is the student of the 1st year of the college "Ayazhan Karasai" Kim Anatoly. Members of the youth association are active participants and initiators of out-of-class activities and actions at the level of the college, the region and the city. The Student Council also participates and conducts district events including: charitable actions "25 good deeds" in providing assistance to the Society of the Veterans Council Kaskelen and Karasai district. Together with the cabinet of a healthy lifestyle under the Karasai CRH, students take part in various city festivals, seminars, flash mobs, promotions of healthy lifestyles. In the contest "Abay o'ulars", organized by the Department of Education for the Development of Languages of the city of Taldykorgan, in 2015, a third-year student of the specialty "Medicine" - Azalova Gulnara, in 2017. - a third year student of the specialty "Medical business" - Ytebai Saltanat, took 1 seat and were awarded valuable gifts. In honor of the 550th anniversary of the Kazakh Khanate, a meeting with Sakipova K.M. which was a participant of the conference held in Aktyubinsk. The students of the college take an active part in urban and regional moral and patriotic events, in the action of the Youth Wing "Zhas Otan" under the motto "We are for a Healthy Lifestyle !!!", in the action dedicated to World Health Day, in the table

tennis competition, among young men, took part in national-national sports, among boys at a chess tournament among students of the Karasai College colleges. Much attention in the work with students is paid to the prevention of violations according to the plan "On the Prevention of Offenses". Since September, there has been close work with the ONN of the Karasai district police department. As part of environmental education, citywide subbotniks are held, in which college students take an active part.

The college provides all-round assistance in the employment of graduates. Annually college graduates take an active part in the "Job Fair". Employment indicators 79.5%, indicates a good quality of training specialists and the relevance of college graduates.

During the visit, the VEC experts noted the existence of mechanisms for monitoring the satisfaction of students with the activities of the TVE organization as a whole 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 the assessment of knowledge, are indicated by the results of the questionnaire survey conducted during the visit of the HEC NAAR.

Thus, the Questionnaire showed 96.7% of the students' complete satisfaction with the procedures and results of assessing their knowledge, skills and habits.

- the clarity of the evaluation criteria used by the teacher, "fully satisfied" 82% of respondents - 89.3% of satisfaction;
- are completely satisfied with the fact that "The teacher objectively assesses the achievements of students" 83.6% of respondents- 89.3% of satisfaction;
- the objectivity and fairness of teachers are "completely satisfied" 76.1% of respondents - 83.6% of satisfaction;
- 93.4% of respondents - 98.7% of respondents - "completely satisfied" with the fairness of examinations and attestation;
- 100% of respondents are 100% satisfied with tests and tests "100% satisfied".

#### **Strengths / best practice**

- in the college there are conditions for personal growth of students accompanied by information, technical and financial support;
- there are conditions for free access of teachers and students to the available library, information and communication resources;
- the management of the college makes the utmost efforts to provide graduates with employment and keep in touch with graduates;
- The results of intermediate and final certification of students and graduates indicate a sufficient level of training of specialists.

#### **REC recommendations:**

Strengthen monitoring of the use and development of innovative teaching methods by teachers, including on the basis of information and communication technologies.

#### **Conclusions of the WEC on the criteria: (strong / satisfactory / suggest improvements / unsatisfactory)**

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

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

Strong positions - 6, satisfactory -5,

suggest improvements - 0, unsatisfactory - 06.6. Стандарт «Ресурсы: материально-технические, информационные и образовательные»

#### **The Evidence**

The college "Ayazhan Karasay" is located in a two-story building, with a total area of 766 sq.m. The total number is 12 classrooms. In addition, under the contract, he additionally uses buildings in the town of Kaskelen at: Abylayhan 74, 2 floor in which 8 auditoriums, which makes up the training area - 420 sq.m, with CRB of Karasai district - 1 audience (25kv.m). There



are classrooms of theoretical studies and cabinets of preclinical practice. In the college there are simulated cabinets of preclinical practice, equipped according to an approximate table of equipping special disciplines and the Order approved by the Ministry of Health and Social Development of the Republic of Kazakhstan №423 of May 29, 2015 "On approval of standards for equipping preclinical simulations of medical colleges". In the cabinets there are simulators, models, medical devices, instruments, care items, medicines, technical training aids, educational-visual aids, posters, slides, educational and reference books, etc. In the monitoring cabinet of knowledge quality, , multi-audiovisual means. The passports of the cabinets and the table for equipping the cabinets and laboratories were developed by the heads of the cabinets together with the teachers, were considered at a meeting of the CMC and approved by the director of the college.

A computer-based testing system has been introduced, in which a database of test tasks has been created for all disciplines. The college actively uses computer offices, integrated into a single local network, offices with interactive whiteboards, a library fund including electronic textbooks was created. The college has a common local wired network, a WI-FI system is installed that provides access to the Internet for wireless devices.

The system of IP video monitoring of the educational process consists of 25 high-resolution video cameras, which allows to control the educational process of the college in a qualitative way, to maintain the necessary video archive of lessons. Also, IP video monitoring system allows to provide higher security for students and employees of the college. The material and technical base of the college corresponds to sanitary and hygienic standards and fire safety requirements.

To conduct practical classes, students are divided into subgroups of no more than 10-12 people. Teaching aids and teaching materials are constantly updated in accordance with curricula and programs, improving the forms and methods of teaching. The offices are equipped with computer equipment, projection equipment, a library fund and are connected to the Internet. The technical equipment of the offices of special disciplines averages 78%.

Annually there is a repair of buildings, replacement of the heating system. For the new school year, the audit fund is being renovated and trained. All types of work are completed by obtaining a permit for educational activities from all services (SES, fire service, paramilitary security service, etc.).

The college has a library with a total area of 66 sq.m. consists of a subscription, a reading room for 20 seats and a book depository of 16 sq.m. The library in its activity is guided by the RK Law "On Education" of July 27, 2007, No. 319-III, documents on librarianship and regulations on secondary vocational education. The work of the library is carried out in accordance with the approved Order of the Ministry of Education and Science of the Republic of Kazakhstan dated July 18, 2003 No. 508, the Regulation "On the Library," Rules for the Use of the Library. " The college library has electronic resources in the total amount of 1520 units. The electronic library system "Student consultant" provides access to the educational literature and additional materials (monographs, periodicals), including audio, video, animation, interactive materials, test tasks, etc., through the Internet to the Internet. The library works closely with the publishing houses "Folio ", " Evero ", " Nur-Print ", " Flip ", " Karat ", " Mektep ", etc. The program " KABIS "is used. The electronic room provides free access to college students and teachers on the Internet. The fund of basic educational, educational and methodical literature on paper carriers is 27016 copies (including 15877 copies in the state language), book-worth 25 e-copies for one student. Annually subscription of periodicals, newspapers and magazines is conducted. The library issues 7 names of newspapers and magazines for the amount of 411069 tenge. Of the 7 periodicals: newspapers - for gos.yaz. 5 titles, in Russian. 2 items. The library of the college has the following legal documents: the Law of the Republic of Kazakhstan "On Education" of July 27, 2007 No. 319-III ZRK; Constitution of the Republic of Kazakhstan 5 copies in the state language, 5 in Russian; Codes of the Republic of Kazakhstan: Civil Code - 5 copies for Gos., 5 copies for the Russian. yaz .; The Labor Code - 5 copies per Gos., 5 copies per

Russian. The Criminal Code - 5 copies per Gos.yaz., 5 copies per Russ. About administrative violations - 5 copies for gos.yaz., 5 copies per Russ. yaz. Meeting of acts of the President of the Republic of Kazakhstan and the Government of the Republic of Kazakhstan for the last 5 years.

A web-site ([www.ayazhan\\_karasai@mail.ru](mailto:www.ayazhan_karasai@mail.ru)) has been created in two languages (state, Russian), which contains information about the college, college management, and the structure of the college. The information on the website is dynamically updated and filled with new information.

### **Analytical part**

According to the "Educational Resources" standard, it can be noted that accessibility for learners is provided with information for the learning process in all subjects taught. In total, there are 58 computers of the new generation in the college, 15 laptops, 2 TV sets, 11 MFUs, 13 multimedia projectors with a screen. All college computers 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. The reduced number of computers used in the educational process is 9 people. on 1 computer, taking into account 2-shift work.

In the reading room of the library, students and teachers have open access to the existing teaching and educational resources of the college, scientific and methodical literature on issues of interest, and free access to work on the Internet. The library provides the necessary conditions for obtaining a quality education aimed at the formation, development and professional development of the individual on the basis of national and universal values, the achievements of science and practice, regardless of the language of instruction. Training equipment and computer technology meet the safety requirements for operation. The dynamics of the development of material and technical resources is positive. Based on the results of an assessment of the degree of deterioration of buildings, inventory results, the moral aging of machinery, etc., measures are taken to maintain the college resources, at the level of the requirements imposed on education organizations.

### **Strengths / best practice**

- the educational equipment and software used for the teaching and educational process are sufficient and meet the safety requirements for operation;
- The college has the necessary number of computers, educational literature, multimedia equipment. Free access to educational Internet resources;
- the educational institution creates a learning environment that promotes the formation of basic and professional competencies and takes into account the individual needs and opportunities of students;
- The college creates conditions for the development of applied skills of students and teaching staff in the disciplines studied;
- the college conducts an assessment of the dynamics of the development of material and technical resources and information support;
- 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 equipment;
- the management of the college demonstrated the reflection on the web-resource of information characterizing the activity of the educational institution.

### **REC recommendations**

- the leadership of the college to continue work on staffing the library fund with modern literature;
- the management of the college to analyze the needs of students in the remote education (survey, questionnaire);
- the management of the college to continue the work on staffing the cabinets, according to the GOSO;

- Expand the number of clinical bases and training rooms, a simulation cabinet, including specialized laboratories, to acquire practical skills for students and acquire professional competencies;
- the management of the college to purchase and implement the software of the automated control system.

Conclusions of the WEC on the criteria: (strong / satisfactory / suggest improvements / unsatisfactory)

strong-9, satisfactory -5,

suggest improvement-2, unsatisfactory-0

## **(VII) REVIEW OF STRONG SIDES / BEST PRACTICES FOR EVERY STANDARD**

### **Standard 1. "Vision, Mission and Strategy"**

The vision, mission and strategic plan of the college are coordinated among themselves, individual and unique, periodically reviewed, updated, supplemented taking into account the needs of society. The College systematically collects, accumulates and analyzes information about its activities and conducts self-assessment in all areas involving all participants in the educational process.

### ***Standard 2. "Administration and Management"***

The organization demonstrates:

- compliance of the organizational structure and documents on its functioning with its own mission and development strategy;
- evidence of openness and accessibility of managers and administration for students, teachers and parents.

### ***Standard 3. "Educational programs"***

Educational programs comply with the requirements of the State Educational Establishment, the learning process is carried out on the basis of the developed teaching and methodological and legal documents, both in the state and Russian languages;

- the pedagogical composition of the college corresponds to the qualification requirements and the specifics of the educational programs. Planned actions are carried out to develop the pedagogical competence of teachers with experience and newly adopted;
- There is a well-established system of stimulating and personal growth of teachers;
- The structure of the OP 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 organization provides equal opportunities for students, including students. regardless of the language of instruction.

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

- the selection and placement of teaching staff in the college is carried out taking into account the pedagogical qualifications and professional growth. The analysis of the quantitative and qualitative composition of teachers corresponds to qualification requirements and strategic goals;
- The rights and responsibilities of college teachers are regulated by job descriptions, which are reviewed and analyzed annually in accordance with the requirements;
- the management of the college monitors the activities of the teaching staff, a systematic assessment of the competence of teachers, a comprehensive assessment of the quality of teaching;
- the workload of teachers includes various activities;
- The college provides targeted actions to develop young teachers;
- There are mechanisms to stimulate the professional and personal development of teachers and workers.

### **Standard 5. "Learners"**

- In the college there are conditions for personal growth of students accompanied by information, technical and financial support;
- there are conditions for free access of teachers and students to the available library, information and communication resources;
- The management of the college makes the utmost efforts to provide graduates with employment and keep in touch with graduates;
- The results of intermediate and final certification of students and graduates indicate a sufficient level of training of specialists.

### **Standard 6. "Resources: material, information, and educational"**

- educational equipment and software used for the teaching and educational process are sufficient and meet the safety requirements for operation;
- The college has the necessary number of computers, educational literature, multimedia equipment and free access to educational Internet resources;
- the educational institution creates a learning environment that promotes the formation of basic and professional competencies and takes into account the individual needs and opportunities of students;
- The college creates conditions for the development of applied skills of students and teaching staff in the disciplines studied;
- The college assesses the dynamics of development of material and technical resources and information support;
- 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 equipment;
- The management of the college demonstrated the reflection on the web-resource of information characterizing the activity of the educational institution.

## **(VIII) REVIEW OF RECOMMENDATION ON IMPROVEMENT OF QUALITY**

### **Standard 2. "Administration and Management"**

To improve the mechanisms for the continuous improvement of the organization's activities based on the results of the study and analysis of the satisfaction of the needs of teachers and employers;

### **Standard 3. "Educational programs"**

We offer a medical college for the implementation of the OP:

- Make wider use of teaching methods and teaching methods based on modern principles and innovative teaching technologies;
- Strengthen the material and technical base;
- Expand clinical facilities to acquire sufficient professional competencies for students.

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

- Strengthen work on integration with practical health care with implementation of priority directions in medicine;
- to diversify the methods of teaching clinical disciplines with the use of innovative technologies;
- To involve teachers and students of the college in the NDP more widely through signing *contracts with universities and libraries.*

### **Standard 5. "Learners"**

Strengthen monitoring of the use and development of innovative teaching methods by teachers, including on the basis of information and communication technologies.

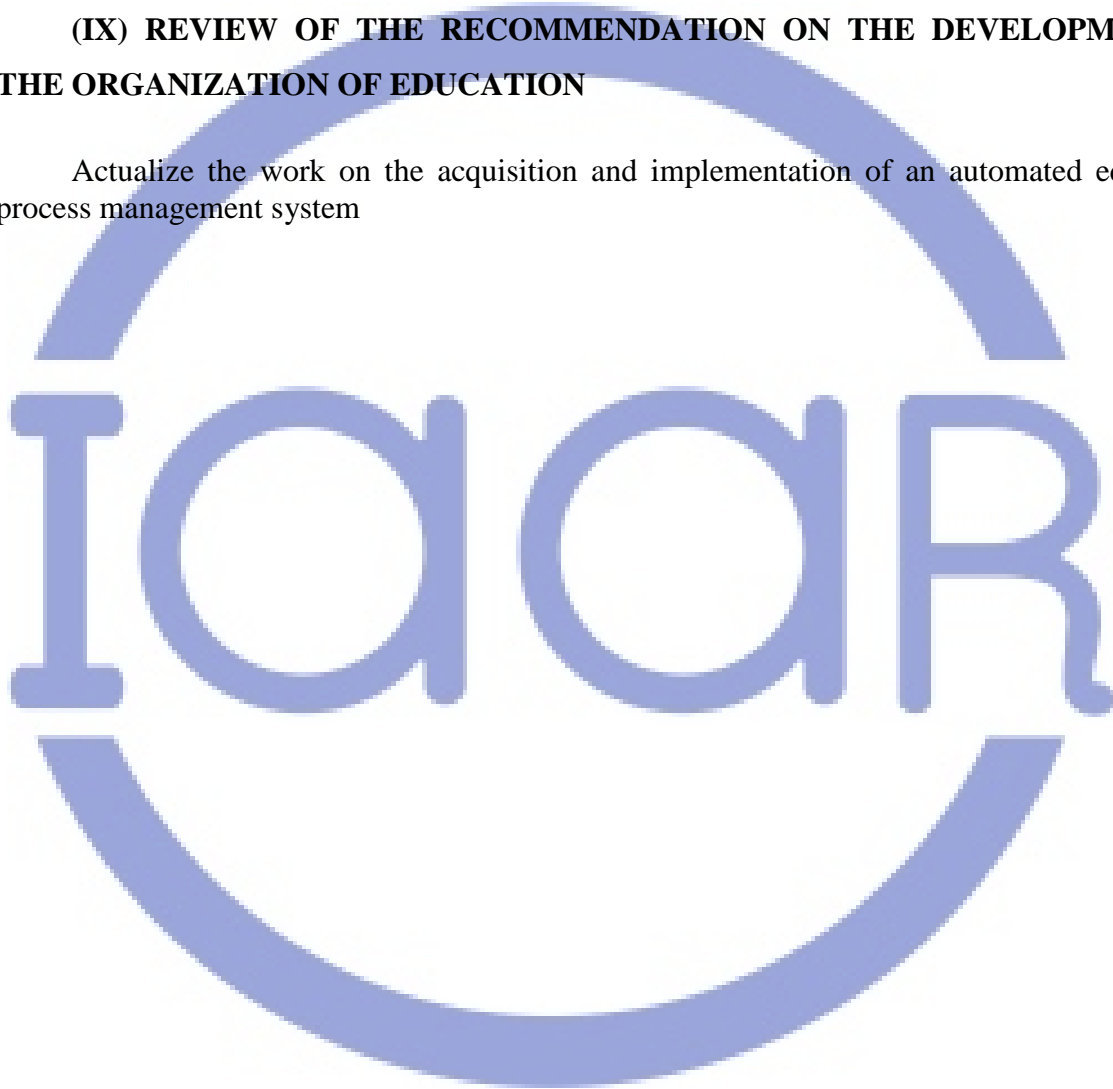
### **Standard 6. "Resources: material, information, and educational"**



- the management of the college to continue work on staffing the library fund with modern literature;
- the management of the college to analyze the needs of students in the remote
- education (survey, questionnaire);
- the management of the college to continue the work on staffing the cabinets, according to the GOSO;
- expand the number of clinical facilities and training rooms, a simulation room, including specialized laboratories, to acquire practical skills for students and acquire professional competencies;
- the management of the college to purchase and implement the software of the automated control system.

#### **(IX) REVIEW OF THE RECOMMENDATION ON THE DEVELOPMENT OF THE ORGANIZATION OF EDUCATION**

Actualize the work on the acquisition and implementation of an automated educational process management system



**Appendix 1. Evaluation table "PARAMETERS OF THE INSTITUTIONAL PROFILE"**

№ п/п	Mark criterias	Position of institution education			
		Strong	Saaatisfactory	Need improving	Unsatisfactory
<b>Standard "MISSION AND STRATEGIC OBJECTIVES"</b>					
1	The College of Medicine involves representatives of stakeholder groups and the health sector in shaping their mission and strategic objectives.	+			
2	The mission statement and strategic goals are consistent with the goals and objectives in the national system of technical and professional, post-secondary education, development of the region.	+			
3	Statement of mission and strategic objectives describes the educational process that allows you to prepare a specialist with secondary medical education, who has basic, professional and special competencies in accordance with the specialty and able to perform professional tasks in the health care system.	+			
4	The College of Medicine has a strategic development plan approved by the authorized body of the college, defining all its activities and containing:	+			
5	compliance of the strategic plan of the mission with the strategic goals and objectives of the medical college;	+			
6	priority areas of the medical college;	+			
7	evaluation of strengths and weaknesses, development of market functionality and existing external and internal threats to the development of the medical college and mechanisms for their prevention (SWOT analysis);	+			
8	the analysis of available resources and their sufficiency for the realization of the set goals;		+		
9	information on interaction with employers.	+			
10	The College of Medicine systematically collects, accumulates and analyzes information about its activities, on the basis of which it determines policies and develops strategic and tactical plans.	+			
11	The mission and strategic goals of the medical college are periodically reviewed to reflect:				
12	standards of technical and professional, post-secondary education in medical and pharmaceutical specialties;	+			
13	needs and expectations of society.	+			
14	The College of Medicine defines the mechanisms for the formation and regular revision of the mission and strategic objectives, monitoring of their implementation and systematic evaluation of effectiveness.	+			

15	The mission and strategic goals of the medical college correspond to the available resources, the capabilities of the medical college and the requirements of the labor market.	+			
16	The College of Medicine defines ways to support resources and provides access to information about the mission and strategic goals for the public.	+			
17	The College of Medicine demonstrates the individuality and uniqueness of the mission and strategic goals.	+			
<b>TOTALLY</b>		15	1	0	0
<b>Standard «ADMINISTRATION AND MANAGEMENT»</b>					
18	The organizational, functional and staff structure of the medical college is consistent with its mission and strategic goals.	+			
19	The College of Medicine demonstrates the evidence of the participation of teachers, trainees and other stakeholders, including representatives of the health sector and the public in the collegiate management bodies.	+			
20	The medical college provides transparency of the management system and decisions that are published in the bulletins, posted on the website of the medical college, included in the protocols for review and execution.	+			
21	The Medical College ensures the availability of constituent documents, documents regulating the internal routine of the organization's activities, distribution documents, including:				
22	documents on the organizational structure and management of the medical college;	+			
23	written guidance documents on structural units, their authority and responsibility to ensure management;	+			
24	guidelines for the management of educational, scientific and extracurricular activities.	+			
25	The medical college demonstrates the availability of a certified QMS and its continuous improvement.	+			
26	The Medical College constructively interacts with the health and public sector, which includes information exchange, cooperation and initiatives of the organization.	+			
27	The medical college demonstrates the openness and accessibility of managers and administrators for students, teachers, and parents.	+			
28	The medical college demonstrates the degree of satisfaction of the needs of teachers, staff and students with the management system and provides evidence of the deficiencies found in the measurement process.	+			
29	The prospective financing plan is consistent with the mission and strategic goals of the medical college and identifies the main sources of funding for the organization.		+		
30	The College of Medicine defines mechanisms for monitoring the adoption and distribution of financial resources, as well as mechanisms for assessing the effectiveness of the use of financial resources.		+		
31	There is an effective financial reporting mechanism in the College of Medicine.	+			
<b>TOTALLY</b>		11	2	0	0
<b>Standard "EDUCATIONAL PROGRAMS"</b>					
32	The College of Medicine implements educational programs with well-defined goals that are consistent with the mission and strategic goals of the organization and are consistent with the needs and expectations of the	+			

	interests of employers and society.				
33	The structure and content of standard and work plans, standard and working curricula of specialties meet the requirements of the State Obligatory Education Standards.	+			
34	The terms and content of the curricula of practical classes, vocational training and professional practice are determined in accordance with working curricula, working curricula and qualification requirements.	+			
35	The establishment of a sequence of study of academic disciplines, the distribution of study time for each of them at the courses and semesters is done taking into account interdisciplinary relations.	+			
36	The Medical College defines and includes in the educational program the achievement of basic biomedical sciences to form in the students the understanding of scientific knowledge, concepts and methods that are fundamental for the acquisition and application of clinical knowledge.		+		
37	The Medical College defines and includes in the educational program social sciences, medical ethics and medical law that will provide knowledge, concepts, skills and attitudes that contribute to the analysis of society's problems, effective communication, the adoption of clinical decisions and medical practice based on ethical principles.		+		
38	The Medical College provides contacts with students in relevant practical health care facilities and the acquisition of sufficient knowledge and practical skills to assume responsibility for health promotion, disease prevention and medical care for patients.		+		
39	The medical college determines the content, scope, logic of constructing the individual educational trajectory of students, the influence of disciplines and professional practices on the formation of the professional competence of graduates.	+			
40	The medical college through the structural unit responsible for the implementation of the educational program plans and implements innovations in the educational program.		+		
41	The medical college creates conditions for the development of the students' scientific potential, as well as stimulates the research activities of the students, using various forms of motivation.		+		
42	The College of Medicine ensures the renewal of educational programs of disciplines taking into account the requirements of teachers, students, interests / needs of employers and the labor market.	+			
43	The College of Medicine demonstrates the effectiveness of regular analysis of the conditions for the implementation of the discipline program, including:				
44	material and technical support of the discipline;		+		
45	a map of the provision of discipline with educational and methodological literature;	+			
46	information support of training.		+		
47	The pedagogical staff of the medical college and employers participate in the development and management of educational programs, in ensuring their quality.	+			
48	The College of Medicine provides equal opportunities for students, incl. regardless of the language of instruction.	+			
49	The College of Medicine demonstrates an effective, continuous mechanism of internal quality assessment and examination of educational	+			

	programs that provide monitoring of the implementation of the curriculum and objectives, as well as feedback for their improvement.				
50	The quality of the students learning the educational program is systematically evaluated by the corresponding services of the medical college in accordance with the established criteria, which are certainly brought to the attention of the students.	+			
51	Procedures for assessing the level of knowledge of students are compiled in accordance with the planned learning outcomes, meets the objectives of the educational program, meets its purpose and is built on the basis of clear generally accepted criteria.	+			
52	The medical college provides objectivity of an estimation of a level of professional readiness of trainees and assignment of qualification.	+			
<b>TOTALLY</b>		13	7	0	0
<b>Standard "TEACHERS"</b>					
53	The pedagogical composition of the medical college corresponds to the qualification requirements and the specifics of the educational programs.	+			
54	Selection of personnel in a medical college is carried out on the basis of an analysis of the needs of educational programs.	+			
55	The Medical College ensures completeness and adequacy of individual planning of the work of teachers in all activities, monitoring the effectiveness and effectiveness of individual plans.	+			
56	The medical college demonstrates evidence of the teachers' fulfillment of all kinds of planned workload.	+			
57	Медицинский колледж демонстрирует компетентность членов педагогического коллектива в применении информационно-коммуникационных технологий в учебном процессе, применении инновационных методов и форм обучения.		+		
58	The medical college determines the degree of introduction of information technologies in the educational process, monitors the use and development of innovative teaching technologies by teachers, including on the basis of information and communication technologies. "		+		
59	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.	+			
60	The Medical College provides monitoring of the satisfaction of the teaching staff with conditions that ensure the effective implementation of the educational process.	+			
61	The College of Medicine provides targeted actions to develop young teachers and form a staff reserve.	+			
62	The medical college demonstrates the availability of a system of professional development, professional and personal development of the teaching staff and administrative and management personnel.	+			
63	The Medical College has developed a system to stimulate the professional and personal development of teachers and staff.	+			
<b>TOTALLY</b>		19	2	0	0
<b>Standard "STUDENTS"</b>					
64	The medical college determines the number of students admitted in accordance with the material and technical and educational-methodical capabilities at all stages of education and training.		+		
65	The Medical College periodically reviews the number and contingent of		+		



	accepted students in the process of meetings with relevant stakeholders responsible for the planning and development of human resources in the health sector and regulates to meet the health needs of the population and society as a whole.				
66	The College of Medicine has a policy of representation of students in collegiate management bodies and their respective participation in the development, management and evaluation of the educational program, as well as other issues of student life.	+			
67	In the medical college, a mechanism has been created to monitor students' satisfaction with the activities of the medical education organization.	+			
68	The College of Medicine actively promotes the employment of graduates, monitors their professional activities and career growth and promotes the labor market.		+		
69	The Medical College creates the conditions necessary for the students to effectively master the educational program in accordance with their interests and needs, providing with the appropriate resources.		+		
70	The Medical College provides a qualitative level of organization and conduct of professional practices in the specialty, mastering of professional competencies during the period of professional practice.		+		
71	Medical College provides the conditions for personal development and education of students (educational activities of medical college).	+			
72	The Medical College provides information support and services for students, determines the mechanism of regular evaluation of the support service for students, whose work is aimed at meeting the educational, personal and career needs of students	+			
73	The medical college demonstrates the functioning of the feedback system, which includes the rapid presentation of information on the results of the evaluation of the students' knowledge.	+			
74	The College of Medicine assists and supports student activities and student organizations.	+			
<b>TOTALLY</b>		<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>
<b>Standard "RESOURCES: MATERIAL AND TECHNICAL, INFORMATION AND EDUCATIONAL"</b>					
75	The logistical, informational and educational resources used to organize the training process in the medical college are sufficient and meet the requirements of the educational program being implemented.		+		
76	The training environment for students, including material and information resources, is available to all students, and they correspond to the stated mission, the strategic objectives of the medical college.	+			
77	The Medical College provides teachers and trainees with opportunities to use information and communication technologies in the educational process.	+			
78	The medical college ensures the acquisition of adequate clinical experience by the students and has the necessary resources for practical training, including a sufficient number and categories of patients and a base for the practical training of students		+		
79	Material and technical support of the educational process includes the availability of:				
80	auditoriums equipped with modern technical means of teaching: study rooms and laboratories, training rooms for pre-clinical practice, corresponding to the educational programs being implemented;		+		

81	computer classes, reading rooms, multimedia, linguaphone and scientific-methodical rooms;		+		
82	multiplying equipment and its availability for use by students and teachers.	+			
83	Informational and methodological support of the educational process includes:				
84	fund of basic educational, methodical and scientific literature, on paper and electronic media, periodical subscription publications in the context of the languages of instruction and specialties;	+			
85	normative and legal documents;	+			
86	own educational and methodological developments;	+			
87	video libraries, music libraries and media libraries, etc .;		+		
88	software and information support;			+	
89	modern information means of communication, including external - Internet, local - Intranet.	+			
90	The medical college demonstrates the availability of a web resource reflecting the mission, strategic goals and objectives of the medical college, and the effectiveness of its use.	+			
91	The medical college improves the learning environment of students by regularly updating, expanding and strengthening the material and technical base, which must correspond to the development in the practice of instruction.		+		
92	The Medical College assesses the dynamics of the development of material and technical resources and information support, the effectiveness of using the results of the assessment for adjustments in planning and budget allocation.	+			
<b>TOTALLY</b>		9	5	2	0
<b>TOTALLY</b>		63	22	2	0