

INDEPENDENT AGENCY FOR ACCREDITATION AND RATING

External adjudication committee



Independent agency for
accreditation rating

*To Council for accreditation
Independent Agency for Accreditation and Rating*

REPORT

on results of work of external evaluation and adjudication committee
Speciality 0302000 - Nurse care with qualification 0302033 - General nurse
with regard to the requirements
of standards for specialized accreditation
Kostanai Medical College

State Municipal Medical Organization of
Health care Administration of Akimat of Kostanai oblast

October 26-28, 2015.

According to the order of Independent agency for accreditation and rating No. 24-OD dd. 2015.10.21 external adjudication committee carried out the assessment of compliance of educational activities with the standards of institutional accreditation of INDEPENDENT AGENCY FOR ACCREDITATION AND RATING in Kostanai medical college. The report of external adjudication committee (EAC) presents assessment of activity of educational organization to criteria of INDEPENDENT AGENCY FOR ACCREDITATION AND RATING, recommendations of EAC on further improvement of activity and criteria of institutional profile of Kostanai Medical College State Municipal Medical Organization of Health care Administration of Akimat of Kostanai oblast

Composition of EAC:

Chairman: Zhagparova Aitzhamal Khambetovna, Head of quality control department of North Kazakhstan medical college (Petrovavlovsk).

Foreign expert: Kuzmina Svetlana Aleksandrovna, director of Medical college of Southern Ural state medical university (Chelyabinsk, Russian Federation).

Expert: Baygozhina Zaure Alpanovna, Head of department of medical education development of Republic center of Health protection development MH RK (Astana).

Employer: Shapovalova Ilona Valeryevna, chief nurse of Kostanai City Hospital Public State Enterprise of healthcare facility of akimat of Kostanai oblast.

Student: Kasenbekova Asem Adilkhanovna, third year student, speciality Primary education, Kostanai teacher training college.

Observer from Agency: Gasimov Rinat Gaptulhanovich, project manager on accreditation and arranging of Technical and Vocational Education organizations (Astana).

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I. Representation of Kostanai medical college

Kostanai medical college was opened in 1929 as obstetric technical school, in 1948 educational institution was reorganized in medical feldsher-midwife school. Since 1954 Kostanai medical secondary school was reorganized to medical secondary school of regional S health department. In 1996 Kostanai medical secondary school was awarded the status of college by the decision of board of the Ministry of Education of the Republic of Kazakhstan.

According to the Decision of Akim of Kostanai oblast dd. January 18, 1999 No. 8 On implementation of Resolution of the Government of the Republic of Kazakhstan as of December 25, 1998 No. 1335 Issues of publicly sponsored institutions of program administrators - to rename Kostanai Medical College institution into Kostanai Medical College State Municipal Management Organization

In 2009 in college there has been introduced quality management system in relation to development and providing educational services for training and retraining of specialists in the field of secondary medical and pharmaceutical education. The conformity certificate of KZ.7500729.07.03.02053 registered in State register of State system of technical regulation of the Republic of Kazakhstan since January 09, 2015 and also certificate of Association for certification «Russian Register» complying with the requirements ISO9001:2008 No. 15.0355.026 as of April 14, 2015, valid till April 14, 2018, and certificate IQNetISO9001: 2008 RU 15.0355.026 as of April 14, 2015.

Legal address of college: 181 Baymagambetov Street, Kostanai, Kostanai oblast, , 110000, Tel/fax 8(7142)547764, e-mail: komeko@mail.ru, web: komeco.kz college.

College owns state property on the basis of the operating management. There are conclusion decisions of public sanitation and epidemiological services and state fire supervision to use teaching block.

The college carries out educational activity on the basis of state license issued by the Department on Education Oversight of Kostanai oblast of Education and Science Oversight Committee of the Ministry of Education and Science of the Republic of Kazakhstan No. 0063965 as of 2013.10.07 in the following five specialties (Medical care, Nurse business, Stomatology, Laboratory diagnostics, Pharmacy).

Languages of tuition – Kazakh, Russian. The college provides daytime training of specialists in Nurse care in a state language since 1998.

The Department of Advanced Training and Retraining of Mid-grade Medical and Pharmaceutical Staff has been operational since 1996.

The college is located in standardized building, total area of all rooms used for organization of the educational process is 3712 sq.m., 5, 7 sq.m as per one student.

There is a recital room for 100 persons, medical center, and dining room for 50 persons. Medical care is provided in doctor's office, License No. JIII000403DP on occupation of medical activity, according to enclosed list, issued by Health Care Administration of Akimat of Kostanai oblast, PI.

Offices and laboratories correspond with sanitary and epidemiological requirements, number of people enrolled in education, hold educational equipment and special furniture provided under timesheets, comply with safety regulations when carrying out for practical and

laboratory work. Arrangement of all offices of pre-clinical setting is as close as possible to the arrangement of a workplace of future professional.

Educational offices correspond with existing sanitary standards, fire prevention requirements, and also qualification requirements for licensing educational activity of educational organizations that provides implementation of curricula and programs provided by State obligatory standards of education of the Republic of Kazakhstan 2010.

Basic MO provide necessary conditions for competent traineeship, 10 educational rooms for students: regional hospital (2), perinatal center (1), city hospital (5), polyclinic No. 1 (1), polyclinic No. 4 (1).

In June, 2013 there has been organized monitoring center with 4 offices of simulation training (children's diseases, surgery and Fundamentals of Health and Safety, obstetrics and gynecology, Basics of Nurse care and internal medicine), office of manager of monitoring center. Offices are equipped with new educational classroom simulators, manikins, homunculus, ergonomic equipment, treatment station. Since 2015 monitoring center was transformed to regional simulation center for improvement of practical actions and assessment of professional competence of doctors, medical employees and students.

There is a sport area: gymnastic area 145.9m², provided with material for general physical training, gym for athletic gymnastics, equipped with modern equipment. There is a summer sports ground (0,093ga).

2 DESCRIPTION OF EAC VISIT

Activity of EAC of Independent agency of accreditation and rating (further – INDEPENDENT AGENCY FOR ACCREDITATION AND RATING) was carried out on the basis of the Program of Visit of external specialists of specialized accreditation in STATE MUNICIPAL MANAGEMENT ORGANIZATION Kostanai Medical College of Management of health care of akimat of Kostanai oblast since October 26 to October 28, 2015. Necessary Materials were presented to members of EAC of INDEPENDENT AGENCY FOR ACCREDITATION AND RATING.

For the purpose of assessment, specifications and supplement to contents of submitted self-reports meetings with director, deputy directors for educational work, learning and teaching, learning and practice, studies and educational work, vocational education, economic work, chairmen of CMC, chiefs of departments, teachers, representatives of employers, students, and graduates took place. (see table 1).

Table 1. Information about employees and students, participated in meetings with EAC of INDEPENDENT AGENCY FOR ACCREDITATION AND RATING

Category of participants	Quantity
Director	1
Deputy directors	6
Chairmen of CMC, chiefs of departments	9

Teachers	48
Students	70
Graduates	25
Employers	30
In total	189

For obtaining objective information on assessment of educational programs the members of EAC of INDEPENDENT AGENCY FOR ACCREDITATION AND RATING used such methods as: meetings, visits, conversations and interviewing of staff of various structural divisions, students, questioning of teaching personnel and students.

In general, actions planned within the visit of EAC of INDEPENDENT AGENCY FOR ACCREDITATION AND RATING promoted comprehensive introduction to college education infrastructure, material resources, teaching personnel, representatives of the organizations of employers, students, graduates. It allowed members of EAC of INDEPENDENT AGENCY FOR ACCREDITATION AND RATING to carry out independent assessment of conformance to the data stated in reports in relation to self-assessment of educational programs of college to criteria for standards of specialized accreditation.

In the course of work the following types of works were carried out:

1) visual survey of infrastructure facilities of college: visit of offices, laboratories, simulation center, gym, reading room, sick room.

2) visit of practicum:

OII 0302000. Nurse care in surgery, 3rd course, teacher Vorontsova I.M.

OII 0302000 Nurse care in pediatrics 2nd course, teacher Zabolotnikova N. S.

3) questioning of students and teachers;

4) meetings and interviews with students, employers.

3 COMPLIANCE WITH STANDARDS OF SPECIALIZED ACCREDITATION

STANDARD MISSION AND MANAGEMENT

Medical college has clearly defined mission, purposes and expected results of educational program which are brought to attention of concerned parties. The principal is a leader in achievement of a mission and within financial possibilities he aims to provide employees with support and appropriate resources. When forming mission, purposes, tasks of college there were taken into consideration State program of education development of the Republic of Kazakhstan for 2011-2020 and State program of health development of the Republic of Kazakhstan - Salamatty Kazakhstan for 2011-2015. It is expressed in training of highly qualified specialists with secondary medical education, competitive in labor market.

During preparation of draft of mission, purposes, tasks of the college there have been analyzed main results of activities of the college in recent years for the purpose of identification of development trends, the key to success and the reasons for deficiencies of work. Development of mission, purposes and tasks was carried out by working group consisting of heads of structural divisions of college and auditors. Teachers, students, staff of college, representatives

of health care organizations during discussion presented proposals on the improvement of educational process and improvement of preparation of medical professionals.

The project of mission, purposes, tasks of the college was presented for information and discussion in structural divisions of college. The comments and suggestions were considered at a meeting of working group on Quality Management System and as a result their final versions were formed.

On January 19, 2011 at a meeting of teachers' council there was adopted a Concept of college development for 2011-2015 where mission, purposes and strategic development plan for college are deployed.

Mission, purposes and expected results reflect professional standards of technical and professional, post-secondary education on medical and pharmaceutical specialties, requirements and expectations of concerned persons and they are regularly reconsidered. Medical college has strategic development plan corresponding to declared mission of educational program and providing achievement of the eventual results of education. The concept and strategic development plan for college is reviewed 1 time in 5 years taking into account new State programs of health care and education development of the Republic of Kazakhstan, and statutory and regulatory enactments of the Republic of Kazakhstan. The last revision is planned at a meeting of council on quality and at teachers' council in January, 2016.

The mission, purposes and expected results are reflected in the website and are available to all categories of concerned persons.

Medical college guarantees representation from teachers and students in relation to management of educational program, ensuring its quality.

The academic policy of medical college is agreed upon with the program of training of specialists with secondary medical and pharmaceutical education, and directed to achievement of mission, purposes and expected results of students. It is just and fair, published, reconsidered for improvement of quality of educational program.

Strengths:

all kinds of activity on accredited educational programs are carried out according to mission and strategy of college;

implementation of timely revision of mission, purposes policy;

information on mission, purposes, tasks of medical college is available to all concerned parties;

participation of group of employees in discussion of mission and the purposes took place according to the available procedure providing an involvement of all concerned parties both in the planning stage and performance of decisions made;

mission of college corresponds to problems of development of region, country, national system of technical and professional education.

Weaknesses:

Some employees are not fully aware of expected results of educational programs of college.

Recommendations:

to improve efforts on involvement of students, teaching personnel and employers to development of educational programs;

to pay more attention to studying of a mission, purposes, policy and expected results when carrying out School of the beginning teacher and School of best practices.

EAC notes that by criteria of this standard higher education institution has strong positions, 5 satisfactory positions, 1 position demands improvement.

4 STANDARD EDUCATIONAL PROGRAM

Specialization course is provided according to State Compulsory Educational Standard of the Republic of Kazakhstan 2013 approved and put into effect by order of the Ministry of Health Care of the Republic of Kazakhstan as of August 28, 2013 No. 482 (introduced to replace State Compulsory Educational Standard of the Republic of Kazakhstan 4.05.146-2010) corresponds to mission, vision and purposes of Kostanai medical college. The structure of educational program 0302000 Nurse care defines subjects and types of training activity of students. Modern scientific achievements in the field of health care on improvement of quality of delivery of medical support to the population in view of State program of health care development of the Republic of Kazakhstan Salamatty Kazakhstan for 2014-2015 are reflected in educational program; standards of the organization of educational process are considered, there included necessary competence of specialists corresponding to the level of this qualification, technologies of modular training.

The content of general studies makes 30-35% of educational training program, content of general, specialist subject s, professional practice reflecting theoretical and practical bases of professional activity makes 65-70%. The educational program is developed according to the theoretical and practical-oriented requirements to basic and professional competences. Educational process is oriented towards future practice activities of specialists with qualification «General nurse» by means of integration of interdisciplinary communications of general education, professional and specialist subject s. For establishing respect for the profession in the education there constantly reinforced motivation, strong will of the student. Favorable conditions for obtaining professional commitment of students with the help methods of maximum activization of cognitive activity (seminars, practical training, lectures with planned mistakes, briefings and debriefings, etc.); creating situations within a framework of critical thinking. with use of simulators, multipurpose homunculus and technical equipment; generation of emotions of educational success, that develop self-confidence. Independent work of students in college is carried out in the form of independent class work performed in the classroom under the direct supervision of the teacher on the basis of college and practical healthcare. The college and MO concluded 33 bilateral contracts for carrying out educational, curricular practical practice and professional practice with a specialization in Nurse care .

The content of in-class learning does not exceed on average 36 hours a week, at the general load of the student – 54 hours a week, including all types of out-of-class work. Distribution of classroom hours on theoretical and practical components are carried out taking into account the status of subject s and belonging to a certain cycle. The curriculum reflects sequence of subject s of a professional and special cycle, and defined by logic of preparatory process to perception, assimilation, upgrading and concretization of special knowledge with system assimilation of

knowledge and intersubject communications. Educational practice of college uses innovative methods of education: automated system of educational process testing (ASEPT); objective structured clinical examination (OSCE); modular and block system. Teachers of college apply different types of assessment: introductory, formative, summative. Assessment methods: oral, written, programmed. There are tasks of diverse levels of difficulty, case studies, graphic dictations, crossword puzzles, etc. In terms of Speciality «Nurse care » teachers created electronic base of tests. The schedule of transfer and state examinations which are approved by deputy director for studies, is complied in due time. Educational and program documentation (curriculum, standard working curricula and programs, individual curricula for each subject), is developed according to requirements of State Compulsory Educational Standard 2013 and they answer the purpose and content of educational program for achievement of expected results.

For improvement of post-graduate education of health workers, introducing new technologies, development of simulation training on the basis of the order Ministry of Healthcare of the Republic of Kazakhstan No. 300 dd. 03.06.2014 in Kostanai Medical College State Municipal Management Organization there formed regional simulation center which provides medical training by means of simulation technologies and objective assessment of competence of specialists in the field of health care.

Educational role of Center is devoted to modernization of continuous professional development of specialists, strengthening of practical skills through the organization and carrying out simulator training for acquisition of diagnostic procedures and treatment, skills in care of patients (training seminars, trainings, master classes), and also providing additional educational services taking into account requirement of organizations of health care. For implementation of purposes of educational programs educational institution has dynamically developing material and technical resources, active and equal cooperation with leading domestic and foreign organizations of health care and education, applies innovations in the educational sphere on the basis of introduction of modern integrated and harmonized educational technologies, developed system of improvement of pedagogical and scientific qualification of teachers.

Strengths:

educational and program documentation: curriculum model, standard working curricula and programs, individual curricula are in conformity with the purpose, the content of educational program for achievement of expected results of training;

duration and hours for the completion of educational program correspond to achievements of certain results of educational activity of students and results of program taking into account policy of medical college, national standards and best practices;

for implementation of the purposes of educational programs the educational institution has dynamically developing material and technical resources.

Weaknesses:

There is common table of competences in the programs, but in the content of each lesson there are no competences to be achieved;

in lesson plan there are no precisely defined criteria at assigning marks for each kind of activity at a lesson (except tests).

Recommendations:

to revise the provision for teaching material and to make clear criteria of assigning marks on each stage;

to improve work program and to add competences to be achieved during each lesson.

EAC notes that by 3 criteria of this standard the higher education institution has strong positions, by 5 criteria – satisfactory, 1 position needs improvement.

5 STANDARD - EFFICIENCY OF EDUCATIONAL PROGRAM

Within educational program in college there defined and implemented the plan of students' assessment establishing the achievement of expected results of students training and estimating efficiency of program. The management of OP provides equal opportunities to the students, regardless of language of teaching in formation of individual educational program directed at formation of professional competence

Monitoring of quality of education which of students according to groups, specialties and year of study is carried out at the end of each semester, 2 times an academic year. The analysis of results of final state assessment is carried out by the chairman of qualification commission among employers and representatives of practical health care. Results are heard with delight at teachers council, corrective measures are implemented.

Table No. 2. Dynamics of improvement in student achievement and level of knowledge of FSA

Academic year	Number of graduates		passed examinations with mark:					Progress %	Level of knowledge %	graduated with honours degree
	in total	State-funded	5	4,4-5	3,4,5	3	2			
2011-2012	71	71	27	31	-	13	-	100	82	7
2012-2013	69	50	54	13	-	2	-	100	98	14
2013-2014	95	44	69	24	-	2	-	100	98	23
2014-2015	100	70	38	54	8			100	92	20

The analysis of final state assessment shows improvement of level of knowledge and stability of results of progress that demonstrates satisfactory level of training of specialists and compliance of main indicators of educational activity to qualification requirements in Nurse care Speciality . For the assessment of efficiency of educational program there carried out questioning of students and employers.

Within educational program there implemented clear and open policy in relation to complaints of students, and also if necessary information obtained from official complaints is used for promotion of continuous improvement of the program.

The system of monitoring of educational program includes definition of degree of students and employers satisfaction with quality of training.

Employment of graduates is carried out according to claims and petitions of medical organizations of Kostanai oblast and data of Health Care Administration of akimat of Kostanai oblast on vacancies for average health employees. Employment action plan for graduates includes:

- systematization of vacant positions of medical organizations on Kostanai and Kostanai oblast;
- signing contracts with medical organizations of Kostanai and Kostanai oblast;
- Vacancy fair;
- monitoring on employment of graduates.

Constantly updated Information allowing students become familiar with available vacancies is presented at stand for graduates of college.

Placement of graduates is carried out in the presence of representatives of medical organizations of Kostanai oblast, Kostanai.

Table No. 3. Employment of graduates in view of 3 years

Academic year	Number of graduates			Quantity of employed			Employment, %
	in total	grant	State funded	in total	grant	State funded	
2012/2013	69	50	19	63	47	16	92
2013/2014	95	44	51	81	39	42	85,3
2014/2015	100	70	30	93	65	28	93

The analysis of employment of graduates of year 2015 shows that among 100 graduates 7 ones are not employed. Reasons: 2 of them are in a statutory maternity leave and leave to care for a child, 2 of them left the Republic of Kazakhstan, 1 person entered medical school. In total 2 graduates left for employment.

For a regular assessment and monitoring of educational program in college there carried out internal and external expertize of curricula, working programs of subjects and teaching materials. In 2013-2014 there has been carried out examination for compliance with requirements of educational program by Department on control in the sphere of educational activities of Kostanai oblast. In 2014-2015 the college successfully passed state certification. Annually external surveillance audits confirm that quality management system of college was maintained at work, develops according to the principle of continuous improvement, and educational services provided by college conform to requirements of state educational standard of general education, normative

legal acts and customer's demands. Internal audits are carried out by deputy directors heads of department, methodologists, and also teachers with many years of experience. The system of monitoring of educational program includes definition of degree of satisfaction of students and employers with quality of training.

Strengths:

use of effective system of assessment of real practical knowledge and abilities of students during CMC;

- regular external and internal control (audits) and analysis of all kinds of activity of college;
- introduction of innovative educational technologies;
- carrying out active work on enhancing professionalism of teachers;
- expansion of partnership at implementation of programs, participation in programs of international academic mobility;
- high percentage of graduate employment.

Weaknesses:

- insufficient level of motivation to self-development (lack of payment for categories);

Recommendations:

- to continue work on introduction of innovative educational technologies;
- to raise discussion upon payment for categories to appropriate governing bodies, to reconsider rating system of payment in college.

EAC notes that by 1 criteria of this standard higher education institution has strong positions, by 6 criteria – satisfactory.

6 STANDARD TEACHERS AND EFFICIENCY OF TEACHING

The teaching staff of the Speciality 0302000 Nurse care includes teachers of specialist, general professional, social and economic and all-humanities subjects. For improving professionalism of teaching staff in college there will be:

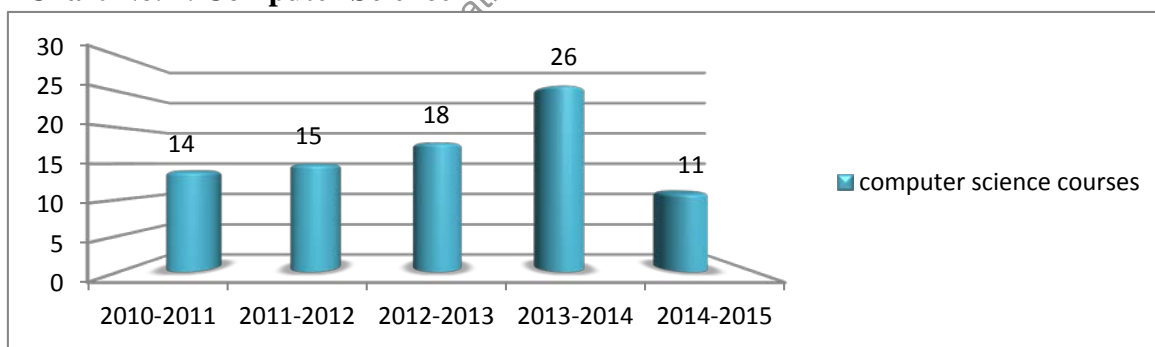
- School of beginning teacher;
- School of best practices;
- Professional development of teachers in **Almaty State University of Advanced Medical Education**, Republican Medical College, Almaty;
- development of competence in ORLEU, Kostanai city, in foreign countries.

Trainership in medical institutions of Kostanai.

The assessment of efficiency of quality of teaching is carried out by means of open lessons, reciprocal visiting of classes, master classes, competitions, seminars, conferences, questioning «Teacher through student's eyes». Quantitative and qualification staff of teachers corresponds to this educational program. Educational process is carried out by 49 teachers, among them 38 – regular (79, 5%) with basic education. 4 teachers have honorary title «High Achiever of the Health Care». Teachers of highest category 15 (38, 5%) and teachers of the first category 7 (17,9%) have honorary title (10). Part-time doctors from MO are involved in teaching Speciality subjects. 12 teachers teach in state language.

For the last five years all regular teachers underwent professional development (100%). Teachers of Speciality «Nurse care» on average have 108 hours of classes, no tenured teachers–36 hours. Teachers' staff enable implementation of the program conforms to requirements and consists of specialists in profile fields of knowledge of educational program. Professional development of teachers in college is carried out in different forms: advanced training courses of teachers in the branch of National training center Orleu JSC, Institute of professional development of teachers, institute of professional development and retraining of teachers in Kostanai teacher training college, in-service training schools for beginning teachers, participation in conferences, seminars, competitions of teaching skills on city, regional, republican levels.

Chart No. 1. Computer Science



29 teachers entered the School of beginning teacher for the last three academic years:

- in 2010-2011 academic year – 3;
- in 2011-2012 academic year – 6;
- in 2012-2013 academic year – 12;
- in 2013-2014 academic year – 2;
- in 2014-2015 academic year – 6.

For the purpose of rendering pedagogical and methodical support during professional adaptation to new professional conditions there are mentors from among skilled teachers having highest and first-level qualification category which are annually assigned to each beginning teacher and young specialist by the order of the director. In 2013 at teachers council meeting there was adopted Provision «On Mentoring» with basic rights and mentor's duties. Mentors analyze work of срфкпубы, estimate their potential, help in selection of didactic material, visual aids, types of assessment, in registration and completing of documentation. For the purpose of development of skills of studies and educational work, acquiring and systematization of knowledge in pedagogics there developed program (within School of the beginning teacher) containing theoretical and practical material on pedagogics, psychology, Methodology of Training and Education. The beginning teachers are provided with a kit of methodical recommendations which contains instructions, schemes, recommendations, short pedagogical dictionary of pedagogical terms, teaching materials of teacher and students, reference materials by types, forms, methods of organization of educational activity of students, technologies for learning.

At the end of learning performance there are test tasks on pedagogics, psychology, teaching

methods, and also open lesson after which detailed analysis of stages of lesson is carried out. Teachers of college constantly take part in continuous development. In college there carried out systematic work on development and support of educational and remote technologies. Teachers of college developed educational and methodical complexes on subject, according to State general education standard of technical and professional education of the Republic of Kazakhstan approved by the Resolution of government of the Republic of Kazakhstan as of August 23, 2012 No. 1080 and methodical recommendations developed by Methodical council of Kostanai medical college / Protocol No. 8 as of May 5, 2015.

Teaching materials contain all package of necessary educational and methodical materials which allows to effectively organize work of the teacher;

- unite all documents necessary for fulfillment of educational tasks conforming to requirements of SMSE;
- afford possibility to build the process of learning the subject in terms of meeting higher requirements for knowledge, skills of students.

Teaching materials include:

- extract from standard working plan;
- requirements to level of preparation of students for subject (extraction from SMSE for Speciality);
- content of professional educational program for subject (extract from SMSE);
- standard training program of subject ;
- work training program of subject ;
- course schedule;
- lesson plan of subject for students (Syllabus);
- methodical materials and recommendations for teachers;
- methodical materials and recommendations for students on subject ;
- flow charts of classes;
- a package Control of “Knowledge, abilities, skills” (KAS) (list of procurement for examinations, credits, lists of questions for state and end-of-year examinations, grading tests; overview questions on modules of training program, questions for end-of-year assessment, tests, collections of tasks, tests, electronic written programmed assessment, etc.).
- package «Project»:
- program, information and classroom support of research work of students;
- work plans for Students' Scientific Circle, working out of projects, competitions, quizzes, Olympic Games, conferences, etc.

Duration and hours for completion of educational program correspond to achievements of certain results of educational activity of students and results of program taking into account policy of medical college, national standards and best practices.

Teachers of college along with traditional methods of training apply various innovative technologies and methods: a method of a problem statement, electronic presentations, working in small groups, quizzes, role play, etc.

For the purpose of intensification of training, increase of efficiency and quality of educational process, educational offices of college are provided with automated place of work of teacher and projector with interactive board strengthening and expanding possibilities of training

activity.

For independent work of students in college there used software of subject matters: electronic textbooks, training programs, dictionaries, reference books, encyclopedias, video lessons, media library. Multimedia resources allow having full-fledged practical classes, conducting certification. Multimedia program provide information in various forms and make the process of training more effective, save time necessary for learning of specific material, and acquired knowledge remains in memory much longer.

According to SMSE and standard curriculum of Speciality there is a sequence of study of course units, distribution of school hours by courses and semester which is reflected in graphics of educational process, working curriculum, class schedule.

The sequence of study of subject matters is carried out according to modules: modules Participation in Public Life, Basic nursing is studied during the first year. During the second year - patient-oriented nursing, promotion of health, safety and quality of care. During the third year - patient-oriented care in general practice. Last year - Specialization. The student masters basic, professional, clinical competences in logical sequence.

Remote educational technologies are implemented by means of informatization and telecommunication, at mediated or not completely mediated interaction of student and teacher. So college is provided with electronic library which includes various educational and educational and textbooks, students have access to syllabuses, electronic base of tests for all subject, including special, general professional and social and economic subject.

Intermediate and total control of theoretical occupations is implemented in electronic way. In college there is free access to the Internet resources, 14 interactive boards, personal computers, netbooks and notebooks, simulation center. Annually in college there held competition among teachers representing open lesson «The best lesson with use of interactive equipment». There are electronic base of course scheduling and WEP and electronic portfolio of teachers. Medical college independently defines and introduces policy of development of college staff. The purpose for 2011-2015 is clearly marked in view of college development:

Building the capacity of teachers, including the following tasks:

- professional development in courses and internship in the Republic of Kazakhstan and abroad;
- raising (validation) of the categories of qualification,
- participation in conferences, competitions, master classes, forums of innovative teachers, scientific and practical seminars, trainings, symposiums, round table, joint projects with mass media, etc.

The results of academic year are viewed in a scoring list of system synthesis of work of teachers with expected types of educational activity. On the basis of individual rating of teachers the winner is defined. Pedagogical staff of college is constantly engaged in improvement of professional level, including:

- theoretical knowledge;
- pedagogical excellence;
- skills of pedagogical work;
- skills in development of educational and methodical assistance in educational process;

skills in use of modern technical means of training;
 skills in research activity;
 skills in use and application in work of innovative technologies of training and ICT.

Strengths:

active work on increase of professionalism of teachers in college (school of the beginning teacher, school of best practices) is carried out;
 large percentage of teachers with highest and first category.

Weaknesses:

insufficient proportion of in-service teaching classes in a state language.

Recommendations:

to continue work for teachers' selection teaching classes in a state language.

EAC notes that by 2 criteria of this standard higher education institution has strong positions, by 7 criteria – 1 satisfactory position needs improvement.

7 STANDARD « STUDENTS »

Total group of students is presented by students training by state educational order and attending a full-time education program.

Enrollment in view of educational program is as follows:

The number of accepted students

	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Quantity of applicants, state language	126/63	206/104	178/82	172/95	225/81
Quantity of accepted students, state language	80/25	110/25	105/25	111/27	80/25

The number of freshmen and total number of students attending this educational program

Number of students	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Freshmen	80	110	105	111	80
Total	221	259	276	310	287

The contingent of students

Program code, Speciality code	total number of enrolled	Taking courses	Total of taking courses	The number of graduates expected for

							2015-2016
	0302000 Nurse care qualification 0302033 general Nurse		1	2	3		
	Students, by state order	50	50	49	72	171	72
	Students, administrative agreement	30	30	27	28	85	28
	Total:	80	80	76	10	256	100

The analysis of enrollment confirms 8 % decrease of quantity of students in 2014-2015 due to reduction of state order.

Changes in policy, procedures and information on educational program are consistently reported in a timely manner to students. The system of assessment in college is based on Standard rules of carrying out current assessment of learning achievement, midterm and final assessment of students in organizations of technical and professional, postsecondary education, approved by the order of the Ministry of Education and Science No. 125 as of 2008.03.18, developed according to subparagraph 19 of article 5 of Education Law of the Republic of Kazakhstan. Midterm and final state assessment on general education and special subject is carried out according to training programs in the following forms: orally, exam paper, in the form of ASTEP (automated system of testing of educational process), OSCE (objective structured clinical examination).

Students have an opportunity to be trained according to programs of extended professional education: courses of cosmetology and medical massage.

The supreme authority of student council in Kostanai medical college is Student council (Regulation on student's self-government, approved on 2015.16.03). There formed student's trade-union organization of medical college which is a part of Association of trade-union organizations of students of HIGHER EDUCATION INSTITUTIONS and colleges of Kostanai oblast. Priorities of trade union are: social protection of students; improving legal literacy of students; information, organizational and financial support of mass students' events. One of priorities of trade-union organization of students is rendering moral and material support to the students who found themselves in a difficult situation. Active participants of teaching and educational process are awarded with diplomas, valuable presents, awarded by tickets for cultural events. In medical college there operates the system of academic consultation of students. Students have the right to pass suggestions for improvement of educational process, to take part in the solution of important issues of college activity.

Medical college guarantees quality of programs and graduate on the basis of regular feedback of employers, representatives of work experience internship and other relevant organizations.

In college there maintained feedback with students according to conditions and organization

of educational process: information stands in the hall of the first floor where the name of curricula and subject matters, lesson schedule, schedule of undertaking curricular practical training, work experience internship, time schedule of examinations and consultation, schedule of extra tuition.

Students are informed on the strategy of assessment applied in their program; on examinations or other methods and criteria of assessment of their knowledge, skills and attitude (regulation on criteria for estimates, for students on theoretical and practical training is adopted at the meeting of teaching process, protocol No. 1 as of 2015.02.09). Students of medical college are a part of Units Council (Regulation on Units Council, protocol No. 1 as of 2015.02.09) and they have right to make suggestions for improvement of educational process, to take part in the solution of important questions of college activities. In college there is a Monitors' Council of heads (Regulation on Monitors' council, as of 2015.16.03), considering questions on improvement of educational process and life of students.

In medical college there operates the system of academic consultation of students including questions on choice of extra curriculars, so, for example, subject «Religious studies» and «Self-knowledge» are provided for all specialties of college, subject «Business Kazakh/Russian» - for Speciality «Nurse care».

Special attention is paid to process of training of students-orphans and students deprived of parental care. Students-orphans and students deprived of parental care obtain state scholarship, supplement in the amount of 30% of state grant, receive meal allowance in the amount of 40% of daily ration; orphans and students without parental support obtain state scholarship, receive clothes, footwear and meal allowance in the amount of 100% of daily ration.

The students from large and low-income families social receive food allowance in the amount of 40% of daily ration. There is psychologist and lawyer who advise students regarding social and legal matters and render psychological aid. Two times a year curators of groups together with psychologist visit students' apartments to identify living conditions, there held individual consultations of students and their parents on social problems.

In college conditions are met for development of creative, sporting achievements and improvement of social and living conditions: circles, sports sections, choreographic circle, media center, dining room, first-aid post, events hall, recreation zone, reading room, library, museum, and gym.

There is a social support of students: single scholarship to winners of professional competitions, encouragement of students for sporting achievements, price control in student's dining rooms, provision of hostel to poor students and orphans, privileges for hostel accommodation. Transfer of advanced students from state-subsidized education to commercial one (regulation on policy of students transfer on the basis of full recovery of costs on education from budget funds is adopted on Guidance Council as on 2015.08.28).

Important factor is monitoring of employment and professional activity of graduates. Activities for promotion of employment of graduates are carried out according to the Procedure of employment of graduates approved on 2015.12.05 and Regulation on service of promotion of employment of graduates adopted at a meeting of Academics, the protocol No. 1 as of 2013.04.09. Vacancy fair is held annually, records on employment of graduates, reporting is provided. Activities concerning communication with graduates are carried out by means of visiting the

regions of Kostanai oblast, city medical institutions, questioning and interview with employers and graduates. The last 3 years this work is carried out in view of action «How are you doing, Graduate?» Graduates are constantly invited to professional competitions, presentations of specialties, class meetings.

The analysis of employment shows that on average 93% of graduates are employed, 0, 4% of the total number of graduates entered the university.

Annually among students of college there carried out questioning for determining the level of satisfaction with educational process. Current academic year 256 students took part in questioning. 247 (96,5%) respondents are satisfied with material and technical resources of college. 239 respondents (93,3%) are satisfied with quality of training of would-be specialists (competence of teachers, volume of knowledge of students) – 9 students among 256 respondents (3,5%) are not satisfied with quality of training of would-be specialists, pointing to insufficient amount of time allowed for practical training; social and economic subject are studied a lot, though they are not especially important for future Speciality. In the course of training there are difficulties connected with study noted by 16 respondents (6,2%), difficulties in relationship with teachers noted 2 (0,7%). Thus, by results of questioning it is possible to draw a conclusion that the most part of students are satisfied with both material and technical resources of college, and learning conditions in college.

All results of questioning are brought to attention of teachers at teachers' council and there have been taken necessary measures.

Strengths:

policy, procedures of educational program are clearly defined, informing of students is on a high level;
regular updating of educational, methodical, material and financial base;
active social support of students.

Weaknesses:

documentary procedure for assessment of satisfaction of trained is not developed;
absence of standard gym.

Recommendations:

to develop the procedure on evaluation of students' satisfaction with quality of educational services, material and technical resources

EAC notes that by 1 criteria of this standard higher education institution has strong positions, - by 6 criteria 1 satisfactory position needs improvement.

8 EDUCATIONAL RESOURCES STANDARD

Material and technical foundation of offices for special subject meet the requirements of outline sheet of foundation of offices and amounts average to 90,2%.

For conducting classes of physical culture there is a sports base: equipped gym for fitness, gym for athletic gymnastics equipped with modern exercise equipment (racetracks, stationary

bicycles, press trainer, etc.). There is a skiing lodge for skiing, 60 plastic skis. For shooting - 5 air rifles. There is no gym. Female and male locker rooms, coaching room for teachers are equipped.

Medical treatment of students is carried out in a medical room.

In college there is a dining room for 50 persons, with hot meals. There are 3 computer classes in college. There is access to Internet (ADSL). For students self-tuition there is a library equipped with 6 computers, access to Internet, the students Consultant – electronic library of medical college, electronic textbooks, animation disks on medicine, MFP (3 in 1: printer/copier/scanner). The number of computer equipment used in educational process – 78 computers. Quantity of students per one computer - 8,2. Quantity of interactive whiteboards – 15.

There are simulation offices on children's diseases, surgery and Health and Safety, obstetrics and gynecology, Basics of Nurse care and internal diseases. Offices are equipped with new training machines, manikins, homuncules, ergonomic equipment, medical furniture. Equipment - 86,8%.

The material and technical resources of college meet sanitary and hygienic standards and requirements of fire safety. For ensuring availability with human resources behind each group curators, are assigned to the help in quality of mentors - managers of offices, the psychologist of college, the deputy director for teaching and educational work, students can ask for social financial support in student's trade-union committee. In each office additional classes which schedules are placed at information stands on each floor are organized. The information stands containing all necessary information for students are issued.

Medical college provides gaining adequate clinical experience for students and necessary resources for practical training in MO. Kostanai Regional Hospital PSE is organizational, methodical and coordinating center for introduction of State programs of health care in the village and for improvement of primary health care, educational base of medical college on training of specialists of Nurse care and postdegree training of specialists in the workplace, training center consists of 4 educational rooms. Since 2012 on this base 75 graduates of college are employed.

In Polyclinic No. 4 Kostanai PSE - 1 educational room for students of medical college.

In Kostanai City Hospital PSE - 5 educational rooms

In Kostanai Perinatal Center PSE - 1 educational room. 154 graduates of college are employed,

Strengths:

the college has rather equipped material and technical resources;
an opportunity to fulfill practical skills in the simulyatsionny center of college;
enough educational audiences on the clinical bases the practician having the modern equipment for carrying out occupations.

Weaknesses:

insufficient availability of educational material in a state language;
no hostel.

Recommendations:

to strengthen work on providing educational program with necessary educational material in a state language;

to continue discussion with governing bodies about hostel construction.

EAC notes that by 7 criteria of this standard higher education institution has strong positions, by 3 criteria – satisfactory, 1 position needs improvement..

RECOMMENDATION FOR ACCREDITATION COUNCIL

External adjudication committee recommends educational program **0302000 - Nurse care with qualification 0302033 - General nurse, implemented by** Kostanai Medical College State Municipal Medical Organization of Health care Administration of Akimat of Kostanai oblast which can be accredited for a period of 5 years.

Chairman of commission _____ **Zhagparova Aitzhamal Hambetovna**
 _____ **Kuzmina Svetlana Aleksandrovna**
 _____ **Baigozhina Zaure Alpanovna**
 _____ **Shapovalova Iлона Valeryevna**
 _____ **Kasenbekova Asem Adilkhanovna**
 _____ **Gasimov Rinat Gaptulhanovich**
 _____ **Aimurziyeva Aigerim Urinbayevna**

CONCLUSION OF COMMITTEE

No.	Evaluation criteria	Position of educational organization			
		Strong	Satisfactory	needs improvement	Unsatisfactory
standard MISSION AND STRATEGIC OBJECTIVES					
1.	Medical college should define mission, purposes and expected results of educational program and bring them to attention of concerned persons.		++	+	
	Mission, purposes and expected results of students periodically are reconsidered in order to reflect:		+	+	
2.	professional standards of technical and professional, postsecondary education on medical and pharmaceutical specialties;		++	+	
3.	Requirements and expectations of concerned persons.		++	+	
4.	Medical college should have strategic development plan corresponding to declared mission of educational program and providing achievement of the end results of training.	+	+	+	
5.	Medical college should guarantee representation from teachers and students in management of educational program, ensuring their quality.		++	+	
6.	Documentation and the publication should be accurate and reliable. References on offers, results, status of accreditation/approval of program, schedule of educational process, staff policy and grading policy, policy of exposure of estimates, requirements for completion of program for acquiring qualification, cost of education should be accurate and reliable.		+	++	
7.	Academic policy of medical college is coordinated with program of training of specialists with secondary medical and pharmaceutical education. This policy is aimed at achievement of mission, purposes and expected results of students and it is fair, being published, reconsidered for improvement of quality of educational program.		++	+	
TOTAL		1	5	1	
standard EDUCATIONAL PROGRAM					
8.	Educational and program documentation: curriculum model, standard working curricula and programs, individual curricula are in conformity with purpose, content of educational program for achievement of		+	++	

	expected results of training.				
9.	Medical college should use educational program and methods of teaching and training based on modern principles of training which encourage, prepare and support students and cultivate formation responsibility for process of education.	+			
10.	Medical college should give the description of contents, volume and sequence of courses and other elements of educational program to guarantee observance of principles of subject s united in modules according to the principle of integrated learning.		++		
11.	Medical college should establish certain time for a component of specialization in a profile where subject in the profile of health care taking into account national and regional requirements.	+			
12.	Medical college should guarantee that students acquire sufficient knowledge and clinical and professional skills to assume corresponding responsibility on health promotion, prevention of diseases and treatment.		++		
13.	Current contracts, written agreements with medical organizations being clinical bases for practical training, define expectations of all participants and provide protection of students.	+			
14.	Medical college guarantees various methodologies of assessment which reflect established basic and professional competences, and estimate achievement of results of educational activity of students.			++	
15.	Working curricula and programs of subject matters should be revised regularly according to the purposes and results of implementation of educational program to guarantee integrity, severity and relevance.		++		
16.	Medical college should ensure operational communication between educational program and subsequent stages of professional training (bachelor degree, specialization, continuous medical education/continuous professional education) or practice which students will start at the end of training course.		++		
TOTAL		3	5	1	
standard EFFICIENCY of EDUCATIONAL PROGRAM					
17.	Within educational program the plan of assessment of students where the fact of graduates' achievement of expected results in education program is defined and implemented and efficiency of program is evaluated.		++		
18.	Polls and other data sources are used for collection of information about the level of satisfaction of students, former students and employers and show achievements of graduates. Collected data include percentage of graduates, who successfully passed examination on obtaining certificate, and also percentage of employment.		++		
19.	Data on cumulative results of students confirm efficiency of program		++		

	in achievement of mission and purposes, and also expected results.				
20.	Cumulative results of teachers correspond and promote achievement of mission and purposes of educational program and expected results of students.		++		
21.	Within educational program clear and open policy on complaints is carried out from students, and information obtained from official complaints is used to promote continuous improvement of program.		++		
22.	The system of monitoring of educational program includes definition of degree of students and employers' satisfaction with quality of education.	+			
23.	Medical college has mechanisms for approving, regular assessment and monitoring of educational program and graduation.		++		
TOTAL		1	6		
standard TEACHERS AND EFFICIENCY of TEACHING					
24.	Medical college should guarantee compliance of qualification of teachers with subject.		++		
25.	Teaching personnel providing implementation of program should be presented by specialists in subject field of knowledge covered by educational program.		++		
26.	Mentors, if present, should be qualified specialists with corresponding experience of practical work and their functions should be clearly documented.	+			
27.	The number of regular teachers should be sufficient to guarantee that results of students training and results of program will be achieved.			++	
28.	Teachers should take part in continuous development and get support of educational and remote technologies.		++		
	Medical college should define and introduce policy of activity and development of employees which:				
29.	guarantees that clinical activity and scientific research are used in teaching and training;	+			
30.	guarantees sufficiency of knowledge of each employee of educational program which includes knowledge of methods of teaching/training and general content of educational program, and other subjects, and subject areas for the purpose of stimulation of cooperation and integration;		++		
31.	includes training, development, support and assessment of activity of teachers which involves all teachers not only who are newly hired and also teachers of practical health care.		++		
32.	Medical college provides monitoring of activity of teaching staff, systematic assessment of teachers competence, complex assessment of efficiency of teaching quality.		++		
33.	Systematic assessment of activity of teachers shows competences		++		

	answering the purpose and results of educational program.				
Total		2	77	11	
standard STUDENTS					
34.	Changes in policy, procedures and information on educational program are consistently and in due time reported to students.		++		
35.	Medical college guarantees quality of programs and graduation on the basis of regular feedback from employers, representatives of work practice and other relevant organizations.	+			
36.	Students should be accurately informed on the strategy of assessment applied in their program, on examinations or other methods and evaluation criteria on which their knowledge, skills and relations are estimated.			++	
	Medical college should:				
37.	have system of academic consultation of students which includes questions connected with selection of extra-curriculars, planning professional career, appointment of mentors (mentors) for certain students or small groups of students.		++		
38.	offer program of support of students directed to social, financial and personal needs which includes support in connection with social and personal problems and events, problems with health and financial questions, availability of medical care, program of immunization and medical insurance, and also services of financial assistance in a form of material aid, grants.		++		
39.	to allocate resources for support of students		++		
40.	to provide confidentiality concerning consultation and support.		++		
41.	Medical college should define and introduce policy of representation of students and their corresponding participation in development, management and assessment of educational program, and other questions concerning students and students' self-government, participation of representatives of students in councils of medical college and other appropriate authorities, and also in public activities and local projects on health care.		++		
TOTAL		1	6	1	
Standard EDUCATIONAL RESOURCES					
42.	Medical college should guarantee that resources used for the organization of process of education are sufficient and in conformity with requirements of implemented educational program.	+			
43.	Budgetary and material resources are sufficient for ensuring achievement of the mission of the program, purposes and expected results. There is a periodic check of resources sufficiency and if	+			

	necessary modification of resources is carried out.				
44.	Services of academic support provide quality and regularly checked for compliance with educational program and needs of students. There is a certain procedure of regular check of sufficient range of services of academic support on the program.		++		
	Services of academic support available in educational program, provide implementation of mission and achievement of expected results of students and include the following:				
45.	computer and technological services;	+			
46.	library services;		+		
47.	support of remote education, if necessary;			++	
48.	consulting services, including services of advise in relation to career in health care;	+			
49.	other services of support of students (for example, literary centers, support services for persons with disabilities) if they are related to the program.	+			
50.	Resources are sufficient according to volume, level, variety and quantity to support educational organizations, the program of scientific research, and also intellectual and cultural development of students, teachers and staff.	+			
51.	Medical college has necessary resources for acquiring of practical skills and mastering professional competence, including specialized laboratories, manikins, trainers, simulation equipment, and also clinical bases of practical health care.	+			
52.	Medical college should guarantee integration with college electronic resources, availability of comparative information (benchmarking) on achievements of implementation of educational program against other specialties (profile) in medical college.		++		
TOTAL		7	3	1	
SUBTOTAL		15	32	5	