



INDEPENDENT AGENCY FOR  
ACCREDITATION AND RATING

Addressed to the  
IAAR Accreditation Council

# **REPORT**

**of the External Expert Commission  
on the Assessment of the "Kainar" Academy  
for Compliance with Institutional Accreditation Standards**

**June 27-29, 2016**

**Almaty 2016**

In accordance with the order number 30-16-OD from 06.16.2016, the Independent agency for accreditation and rating from 27 to 29 June 2016. External expert committee evaluated the compliance of the "Kainar" Academy with institutional accreditation IAAR standards.

The Report of the external expert committee (EEC) contains the standards compliance assessment activities conducted in the "Kainar" Academy to identify if it meets the IAAR criteria. The report also contains EEC recommendations for further improvement of the parameters of the Academy and profile.

#### Members of the EEC

1. Chairman of the commission – Toybayev Adlet Zhunisovich, cand. ped. sciences, Kazakh state women pedagogical university (Almaty)
2. Foreign expert – Sokolova Yelena Yevgenyevna, cand. econ. sciences, associate professor, National Aviation University (Kiyev, Ukraine);
3. Expert – Pogrebetskaya Marina Vladimirovna, cand. ped. sciences, associate professor, Kozybayev North-Kazakh state university;
4. Expert – Movkebayeva Zulfiua Akhmetvaliyevna, Dr. ped. sc., professor of Abai KazNPU (Almaty);
5. Expert – Nossiyeva Nazym Kazhimuratovna, cand. phil. Sc., associate professor of the S.Seifulin Kazakh agrotechnical university (Astana);
6. Expert – Aubakirova Zhanar Yachiyevna, Dr. econ. Sc., professor of al-Farabi Kazakh National University (Almaty);
7. Expert – Sauranbay Sandugash, PhD, Сауранбай Сандугаш Бабагаликызы, доктор PhD, a chartered practicing surveyor and member of the Almaty Regional Association of Surveyors, associate professor University "Narkhoz" (Almaty);
8. Expert – Omarova Ayman Bekmuratovna, Dr. jur. Sc., professor of al-Farabi Kazakh National university (Almaty);
9. Expert – Argingazina Sholpan Baikadiyevna, cand. phil. Sc., KIMEP (Almaty);
10. Employer – Medetbekova Aysulu Temirgaliyevna, director of the lyceum school № 28 named after Manshuk Mametova, Medeu district of Almaty;
11. Student – Nadirova Bella Kamalovna, student of the third academic year on specialty "Finance", Kazakh Automobile and Highway University named after L.B. Goncharov (Almaty);
12. Supervisor of the Agency – Kanapyanov Timur Yerbolatovich, Manager of International Projects and Public Relations, IAAR (Astana).

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## **(I) PRESENTATION OF THE ACADEMY "KAINAR"**

Educational institution University "Kainar" was created in 1991 as a multidisciplinary institution of higher education and social-humanitarian direction and became one of the first higher educational institutions of a new type, based on a commercial basis in the independent Kazakhstan.

In 2014, the University reorganized Kainar Academy "Kynar". The Academy operates on the basis of the Charter, registered in the Ministry of Justice of the Republic of Kazakhstan October 29, 2014.

The Academy provides education according to state license number 14018609 for the right of conducting educational activity, issued by the Committee for Control of Education and Science of MES RK from 12.10.2014, the

11 Academy realizes educational programs of undergraduate and 6 graduate educational programs. Academy "Kainar" was awarded with the state certificate in 2015.

The contingent of students in the Bachelor of 1396 people, including 237 (20%) by respective courses. The contingent of undergraduates is 156 people.

The percentage of employment in 2015 full-time students was 85%, undergraduates - 94%. The Academy structure includes: vice-rectors (for educational, scientific and methodical, external relations and social work, economic and financial issues; educational work), departments (IT and technical support, on the organization of the educational process, for financial, administrative and economic issues, marketing and receiving campaign), departments (language and journalism, pedagogy, psychology and social sciences, economics and business, history of Kazakhstan and law), scientific-pedagogical library, editors of magazines, KDM.

According to the university educational process is provided by the teaching staff: 59 people, of whom 51 - regular teachers. The proportion of teachers with scientific degrees and academic titles by the university as a whole is 67%.

University infrastructure includes educational and laboratory and office buildings, educational and sports facilities and dormitory for students accommodation. The total area of the buildings, according to available technical data sheets, is 8359,4 square meters. All buildings of the University meet the sanitary standards, fire safety requirements and other requirements of the state obligatory standards.

In 2010, the university became one of the signatories of Magna Charta Universitatum.

## **(II) EEC VISIT DESCRIPTION**

The visit of the external expert committee to the Academy "Kainar" was organized in accordance with the program, a pre-agreed with the chairman of the EEC (annex) and approved by the Rector of the Academy.

In order to coordinate the work of EEC 26.06.2016g. induction meeting was held, during which the roles were distributed among members of the commission, the schedule of the visit was established and audit methods were clarified.

In order to obtain objective information on the evaluation of the University of WEC members used the empirical methods such as visual inspection, surveillance, interviews with employees of various departments, teachers, students, graduates and employers and a survey of the teaching staff and students was conducted.

EEC meetings with focus groups were held in accordance with the updated program of the visit and with the surveillance during the established time period. The "Kainar" academy staff was to provide access all the persons mentioned in the visit program.

**Information about the colleagues and students,  
participated in meetings with EEC IAAR**

<b>Participants</b>	<b>Number</b>
President	1
Deputy Deans	5
Faculty chairs	4
Department directors	7
Teachers	26
Students, post-graduate students	26
Graduates	27
Employers	13
<b>Total</b>	<b>109</b>

The experts visited the department of pedagogy, psychology and social sciences, computer and multimedia classrooms, the innovation-information technology financier room center, language lab, video studio, Libraries are, health center, sports facilities, dormitory, open lessons on discipline "Criminal Law", "Workshop professional communication. "

EEC members visited the Base of Practice on accredited programs: Almaty City Court, Baccalaureate School at the Academy of Kainar, Academy of Sport and Tourism, State Institution "Gymnasium №35" kindergarten "Miras", LLP "Aquilon", LLP "JAF Partners," "Kairat" football club.

In accordance with the accreditation procedure a survey of 18 teachers, 32 students, including graduate students, students of junior and senior courses was carried out.

In order to confirm presented in the report on self-assessment by external experts of information it was requested to review working documents of the University. In particular, the strategic development plan of the Academy "Kainar" on 2015-2020gody, the plan teaching in the 2015/2016 academic year, the work plans of departments, the Academy concept Kainar educational work for the period 2015-2020, the catalog of elective disciplines of the Department of Regulation RUE graduate and undergraduate, job descriptions, the Scientific Council of protocols EMCD and syllabuses, etc..

At the same time, the experts studied the university web positioning through official university website [www.http://kainar-edu.kz/](http://kainar-edu.kz/).

As part of the planned program of recommendations for improvement of the performance of the University, EEC developed the plan in accordance with the results of the audit. The plan and recommendations were presented at a meeting with the management of 29 June 2016.

## Independent agency for **(III) OVERALL ASSESSMENT OF THE "KAINAR" ACADEMY accreditation and rating**

Kainar University of October 2014, which is the legal successor the Academy is Kainar. It was created as a multidisciplinary institution of higher education with social-humanitarian direction and became one of the first commercial institutions of higher education. The first set of educational programs contained International Relations, International Economic Relations, International Law. These programs were developed on the basis of MGIMO programs and became the basis for the state standard of the Republic of Kazakhstan.

At the University "Kainar" first Masters programs were launched and university graduates received diplomas for number 1-12.

For the implementation of the integration of the Academy of strategy into the world educational space cooperation agreements and memorandums were signed on cooperation with the following foreign universities and abroad: Private educational institution of higher education "business Regional Institute and Management" Major French school ESA3-PARIS, to Reading University Centre for Euro-Asian studies (United Kingdom); Malaysian University Kelantan in

Kuala Lumpur, University «Valahia» (g Targovitse, Romania), the University «Havre» and Le Havre (France), Institute CEDIMES at the University of Paris XII (France), University of Technology (Sydney, Australia), Institute of international economic relations (Russia), Altai State University (Russia), national Chengchi University (Taiwan), Ankara University and Uludag University (Turkey), Management Institute of Canada (MIS, Montreal, Canada), the international University of Kyrgyzstan (Bishkek, Kyrgyz Republic), the Kyrgyz-Russian Slavic University (Bishkek, Kyrgyzstan).

The research work of the Academy from 2011 to 2016 was carried out on 24 research programs covering the solution of economic, environmental, social, humanitarian, educational, legal and other urgent problems of the country. Of these, one program is a fundamental one - the international 22- and applications. The research activity of the Academy is carried out on 4 chairs, 2 scientific research institutes, 3 research centers and scientific laboratories of criminology.

From April 2000 to April 2003 at the University he acted Dissertation Council for PhD theses in the specialty 07.00.02. - local history (History of the Republic of Kazakhstan). The board 24 master's theses were presented.

To carry out the tasks facing the Academy in terms of activation of educational and research activities are Forensic Laboratory, 1C accounting, multimedia and language laboratories, radio and video studio "Jas Kainar" Psychological Center, Institute of Kazakh history and civilization, the Institute of Economic Research.

The results of the research, scientific and methodical work of the Academy faculty have been regularly published in the journal "Bulletin" University "Kainar" (1997) and "Kazakh civilization" (2000).

For the purpose of implementing the State program of functioning and development of languages in the Republic of Kazakhstan at the Academy is developed step by step action plan for the transition into trilingual education system.

The teachers academy PhD, professor Saparbayev AD, d.ps.n. Professor Perlenbetov MA to .p.n. professor Sametova FT and senior lecturer Abdibekov SU were awarded with the title "The best teacher of the university" for their high achievements in scientific research, scientific and publishing works.

#### **(IV) COMPLIANCE WITH INSTITUTIONAL ACCREDITATION STANDARDS**

##### **1) Standard "Strategic Development and Quality Assurance"**

The audit independent information and analytical material on the real position of the university, as well as the results of the meetings with stakeholders and made the conclusions mentioned below.

Development of the mission, vision and strategy "Kainar" Academy is realized on the basis of an analysis of its real condition. Mission, vision and strategic objectives presented in the Strategic Plan of the Academy "Kainar" for the period of 2015-2020; this plan is approved by the Academic Council of 26.12.2014g., Minutes №1 / 1 (with changes and additions made to the compliance with the provisions of the "Kazakhstan 2050" Strategy).

In order to analyze external factors the institution carries out monitoring of the results of grant funding of higher education specialties, analyzes the regulatory framework in the field of education, the study of the demand for the specialty of the region, an analysis of the projected number of university graduates and potential candidates, the annual review and the implementation of the SJC chairpersons of recommendations to improve the educational process, analysis of the results through all the practices and training of students.

Mission of Kainar Academy - "Quality education today, secure future - tomorrow." The strategic vision of the university suggests that the establishment of an innovative model of education, the university will become one of the best universities in the industry for the preparation



of popular and successful professionals with a high level of professional competence, fundamental knowledge, innovative approaches, research skills in line with the development strategy "Kazakhstan - 2050. "

Mission, vision and strategy is designed to meet the needs of the state, society, economy branches in southern Kazakhstan, potential employers, students and other interested persons.

*However, the Commission notes that the formulation of the vision and strategy of the university does not clearly define the place of the University in the educational space of Kazakhstan and it poorly reflects the individuality and uniqueness of the university. Namely, achievements and prospects of development of the university for the preparation of practice-psychologists are not acknowledged. Strategic Plan for the 2015-2020 reflects performance in 2012, 2014.*

The contents of the vision and strategy of the academy is linked with national development priorities. This is evident from the points included in the strategic plan:

- integration into the world educational space;
- alignment of training with the needs of the region in order to provide employers with graduates who have necessary knowledge and skills;
- improvement of the management and human resources policies, training and methodological support services;
- increase in research activities of students and staff members;
- the development of priority areas of education and preparation of the prospective competitive experts possessing qualities and characteristics demanded in the market conditions, the ability to set and achieve personally meaningful goals, contributing to the development of the national economy;
- effective management of the financial system and to strengthen the material-technical base of the academy.

As well as strategic objectives:

- preparation of students of all specialties to exchange with the universities of Bologna system in the program with two diplomas education and academic mobility;
- the publication of scientific and analytical articles in international journals;
- training full-time teaching staff on international programs, especially in countries of the Bologna Process;
- an increase in contracts with companies of the passage of industrial and research practices and the protection of works in the company and other sites.

However, the Commission notes the need to adjust the Strategic Plan of the Academy in connection with the approval of a new version of the State Program of Education Development of Kazakhstan for 2016-2019 years.

The EEC members note that the university's strategy contains no assessment of the position of the university in the educational market, a prospective analysis of the development of the education market, risk analysis and prevention mechanisms, analysis of available resources and their adequacy to implement.

The University attracts to the formation of the mission, vision, strategy, teaching staff and employers. Development and updating of the Strategic Plan carried out by the working group, which includes representatives of the governing body of the university, faculties, administrative and management departments, PPP. Supervises the work of the Scientific Council of the university. After discussion and approval in the team at a meeting of the Academic Council of the University Strategic Plan Academy "Kainar" distributed for review. The wording of the mission and vision, key strategic directions are posted on the website of the university, and information stands. Full version of the Strategic Plan of the Academy is available only in print.

Experts note that teachers and students are poorly informed about the content of the Strategic Plan. The strategy does not describe the mechanisms of formation and regular review of the mission, vision, strategies and monitoring their implementation (who and how to monitor and control the implementation of development strategies, and how to use the results of these activities in the strategic planning process).

Self-assessment by activity carried out in the following forms: self-assessment in preparation for accreditation and certification, surveys, Intrahigh Commission, monitoring of

assessment results. Members of WEC also ascertain that the university systematically analyzes the information on its activities at the meetings of the Academic Council, Rector.

*The experts were convinced that the university carries out the processes of the tactical and operational planning and resource allocation in accordance with the development strategy.*

*Experts note that the academic quality policy requires documenting.*

**Strengths of educational programs:**

- development of mission, vision and strategy of the university on the basis of the actual state of the university;
- high image of the Academy in the training of practice-psychologists.

**The Commission recommends that:**

- Update the vision, strategy and strategic plan for the development of the academy;
- take into account the new strategic directions in the field of education;
- reflect the individuality and uniqueness of the university;
- include an assessment of the position of the university in the educational market, a prospective analysis of the development of the education market, risk analysis and prevention mechanisms, analysis of available resources and their adequacy for the implementation;
- define the mechanism of formation, approval, review and monitoring of the strategic plan, to ensure a more active involvement in the processes of stakeholders and informing them.
- To approve the academic policies in the quality and ensure the quality of the development of culture.
- Ensure development strategy specifying the documents and their consistency.
- Implement measures to improve the image of the university in the educational market (information on alumni achievements, participation in national events, a better understanding of the information on the university website, etc.)

The EEC noted that for all accredited programs 8 criteria on this standard has satisfactory positions, and 14 positions suggest improvements.

## **2) Standard "Leadership and Management"**

Academy Management System "Kainar" and organizational structure aimed at the implementation of the mission, vision and strategy. the university is managed on the basis of the Charter, registered in the Ministry of Justice of the Republic of Kazakhstan October 29, 2014.

Academy Structure approved by the President of Academy of 4 May 2015 and is supported by the provisions of subdivisions, job descriptions for all employees.

The Academy structure includes: President, Academic Council, Research Institute, College, Lawyer, Human Resources, vice-rectors (for educational, scientific and methodical, external relations and social work, economic and financial issues; educational work), departments (Information and logistics, organization of educational process, for financial, administrative and economic issues, marketing and admission campaign), department (language and journalism, pedagogy, psychology and social sciences, economics and business, history of Kazakhstan and law), scientific and educational library, editors of magazines, KDM. Department of organization of educational process includes the following departments: Centre of distance education and service registrar's office.

The university management is weakly represented through performance management and risk assessment processes. *In high school activities introduced elements of quality management systems, including document management, procedures for planning, monitoring the activities of entities, Intrahigh control.*

The Commission confirms that the organizational, functional and staff of the university structure is formed in accordance with the stated mission, goals and objectives and ensure their achievement. Horizontal links are established as a result of various kinds of coordinating bodies,



including the Scientific Council, educational-methodical council, Board of supervisors, educational tips departments. *The Scientific Council of the Academy consists of students and employers.*

At the same time, experts note that many officials combined several positions and functions.

Among the internal documents of the Academy consists of various rules and regulations, the Code of honor of the teacher and the student, work rules, the provisions of the collective bodies, regulations on structural units, job descriptions, the position of the rating assessment of PPP activity. Managing documents and records in accordance with the "internal requirements for document management, records management."

*At the same time, experts recommend that improve the quality of regulations and quality control clearance service documentation.*

Evaluation of the Scientific Council and divisions conducted at the meetings of the Academic Council of the University, meetings of collegial bodies at various levels by the results of the analysis, as well as the need to make adjustments to the existing work plans and proposals for the further implementation of the program to improve the efficiency of its activities. Experts recommend to provide information on the decisions of the Academic Council of all stakeholders: *students and their parents, teaching staff and employers.*

**For the development and exchange of experience Academy cooperates:**

- with schools and colleges of Almalinsky, Bostandyk, Medeu, Auezov districts of Almaty for the purpose of vocational guidance among graduates;
- with companies and organizations, providing the possibility of organizing professional practice (Academy of Sports and Tourism, the school-lyceum "Turan", the international business UIB University, LLP "FC Kairat", "Aquila" LLP, Specialized Interdistrict Economic Court of Almaty, the ADF CAP Department of Internal Affairs of Almaty region, etc.)
- with the Kazakhstan center of humane pedagogics (head Targakova M) on the social and psychological aspects of human relationships;
- with JSC National Scientific technologic holding "Parasat", the Academy of Technology, Institute of Economic Research of the University, the Center for Euro-Asian Studies, *TugkIsletmelerive Akademiyesinin VigIigi (TIAV, Turkey) for the purpose of scientific research;*
- with the Kyrgyz-Russian Slavic University (Bishkek, Kyrgyz Republic) and the Altai State University (Barnaul, Russia), non-governmental educational institution of higher education by the Institute of International Economic Relations for cooperation in education;
- libraries (National Academic Library of the Republic of Kazakhstan, the library "Gylym Ordasy" the Committee of Science of MES RK, scientific and technical library of KazNTU named after K. Satpayev Kazakh National Library named after Al-Farabi, library ASU Abai and others. Universities) for information resources sharing.

Planning the activities of the Academy on the basis of the Strategic Development Plan 2015-2020, the academy. Work plans of structural units of the academy for the academic year, the departments work plan for the academic year. *Experts say a lack of harmonization of plans with units of the university strategy, as well as the need to create a unified approach to monitoring and evaluating the quality of educational programs implemented by the university.*

Internal quality system includes the organization of PPP visiting holding open training, creation of committees within institutions, the introduction of strategic planning elements.

The management activities implemented information system support the educational process AIS "Platonus" site <http://kainar-edu.kz>, MIS «TIRKEU», enterprise email. Experts note the insufficient level of information management activities and the use of statistics collection and analysis systems based on the results of different activities.

Evidence of openness and accessibility executives for stakeholders are meeting with the rector of the staff, the availability of reception hours the students and workers of the university leaders, faculty availability of personal pages. The level of availability of the dean's office fully satisfied with 78% of students, availability of academic counseling - 75%.

As a result of PPP survey participation in decision-making and strategic management are satisfied 88% ("very good" - 11% and "good" - 67%).

However, outside experts are paying attention to the lack of questions and answers in the Rector's blog.

*Conflict resolution through the work of the conciliation committee, involvement of certified mediators. The trade union organization, collective bargaining is absent.*

To measure the degree of satisfaction of students conducted surveys and questionnaires, "Teacher student eyes", "Clean Hands", "curate by the eyes of students", "quality of the examinations." Data processing results of the survey respondents voiced at meetings of different levels, are transferred to the structural units of the academy.

*The Commission draws attention to the need for training in university management of the program management and implementation capacity within the site registration of innovative proposals to improve the activities of the university.*

**Strengths of educational programs:**

- openness and accessibility of the university management for all stakeholders.

The Commission recommends that:

- Ensure the implementation of the process approach in the management of the university (the definition and documentation of business processes, consolidation of responsibility for business processes, introduction to identify inconsistencies and develop corrective action mechanisms).

- Provide risk assessment and identification of ways to mitigate these risks.

- Improve document quality, ensure commonality paperwork and educational-methodical documentation of the university.

- To provide information on the decisions of the Academic Council of all stakeholders: students and their parents, teaching staff and employers.

- Ensure alignment of strategic and operational planning documents.

- Provide training on the management of the university management programs.

- Implement the possibility of registration of innovative proposals to improve the activities of the university site.

The EEC notes that for all accredited programs 1 criterion of the standard university has a strong position, on 9 criteria - satisfactory positions, and 16 positions suggest improvements.

### **3) Standard "Educational Programs"**

The Academy has a state license for 11 educational programs of undergraduate, 6 educational graduate programs: 5B010300 - Pedagogy and Psychology, 5B011700 - Kazakh language and literature, 5B011900 - Foreign language: two foreign languages, 5B030100 - Jurisprudence, 5B030300 - Law enforcement, 5B050300 - Psychology, 5B050400 - Journalism, 5B050600 - Economics, 5B050700 - Management, 5B050800 - Accounting and auditing, 5B050900 - Finance, 6M011700 - Kazakh language and literature, 6M030100 - Jurisprudence, 6M050300 - Psychology, 6M050600 - Economics, 6M050700 - Management, 6M050900 - Finance.

By program 5B030300 - Law enforcement, 5B050700 - Management the contingent is missing.

The development of educational programs in accordance with the "Regulation on the modular design of educational programs", which defines the basic requirements for a modular study courses, the modular structure of the educational program.

In developing actively involved PPP programs. Employers participating at making suggestions on updating QED. Employers JSC «Kaspi Bank» substantiated proposals for inclusion in the list of elective courses of the course "Strategic Bank Management", "Finance". At the suggestion of the employer JSC «Telecom Management & Consulting» in the modular educational programs specialty "Accounting and audit" were further introduced discipline "Risk Management", "1C: Accounting".

Educational bachelor's degree programs include theoretical training, various types of professional practice, physical training, intermediate and final certification.

Educational Master's programs include theoretical training, professional practice, research work or experimental research, intermediate and final certification.

Evaluation of the quality of OP includes review and approval of the program at the level of educational councils of departments, educational and methodical Council of the Academy and the Academic Council of the Academy.

Experts say the need to improve the mechanism of internal quality assessment and examination OP, feedback for improvement.

The qualifications obtained on completion of the program are clearly defined and consistent with the level of NSC.

The educational programs are presented in the form of learning outcomes common to all disciplines of knowledge, skills and competences, there is no single view of the model of graduates and concretized model in the context of specialties.

The university provides the development of learning outcomes through educational planning, recruitment, development of educational-methodical documentation, scheduling of training sessions, conducting all types of training activities, organization of practices, conducting interim and final appraisals.

*Formation of professional competence of graduates is provided by the respective disciplines and professional practices.*

– The complexity of the programs defined in the Kazakhstan credits and credits ECTS. The Academy established conversion factors for units bachelor and master document "Regulations on the development of working curricula Academy" Kainar "and" Regulations on Credit Transfer ECTS type - European Credit Transfer and Accumulation System credits ").

– In the six educational programs provides a two-level university education bachelor-master: Kazakh language and literature, Finance, Law, Psychology, Economics, Management. The university also ensures that the content of academic disciplines of these programs and the results of learning levels of education.

– It ensures the continuity of the content of educational programs at different levels and consistency of curriculum development. For example, for the specialty "Finance" the logical continuation of undergraduate course "Financial markets and intermediaries" is a graduate discipline "International financial markets."

– Subjects included in the QED reflect current development trends of the studied area. For example, in QED for economic undergraduate specialties includes the following courses: "The national economy of Kazakhstan", "The world's banking system", "portfolio management", "International standards of financial reporting and auditing", "Economic strategy of the company", "Doing business" "The anti-crisis policy of the enterprise", "Competitiveness of the national economy", "Strategic bank management."

– In the structure of educational programs there are different types of learning activities: lectures, practical classes, laboratory classes, practice.

– Software Update is conducted annually by 30-35%, taking into account the wishes of faculty departments, employers and learners. Development of new elective courses based on the analysis of changes in the labor market, adjusted the content of existing courses in each specialty, less relevant from the point of view of teachers discipline abolished departments, covering a narrow theme combined with related disciplines and become larger.

– The list of courses is available for students through the "Platonus" system, the content of the disciplines through EMCD in the university library and partially represented in the system "Platonus".

– Experts note the insufficient level of monitoring and periodic evaluation of educational programs for further improvement. There is no harmonization of the content of educational programs with leading foreign and Kazakh universities.

– Professional practice of students is carried out according to the schedule drawn up by the Academy of the educational process in accordance with the requirements of the standard programs and the Regulations on the professional practice. Bases passing of professional practice are organizations, institutions and enterprises of different forms of ownership and spheres of activity, whose profile is the same as or close to the profile of a particular educational program. Focus on all kinds of professional practice issued by order of the president of the Academy, including timelines,

base and head. Scientific management of all practices carried out by experienced teachers graduating chair. Externship students practice supervisors supervise theses. Graduate Departments designed programs for all types of practices. During the 2015-2016 academic year the Academy signed 38 contracts on pedagogical practices and 67 contracts for other types of practice.

- To pass the practices Academy contracts with agencies and organizations:
- on economic specialties with JSC "Halyk Bank of Kazakhstan", JSC "Kaspi Bank" JSC «Telecom Management & Consulting», JSC "Bank CenterCredit", the Office of State Revenue for Talgar district, LLP "the Captivate", JSC "Kazakhtelecom" LLP "Epsilon product", JSC "Eurasian Bank";
- the field of "Kazakh language and literature" and "Foreign language: two foreign languages» - school-baccalaureate "Kainar", Secondary school № 84, Almaty, Institute of Linguistics. A.Baitursynov, Institute of Literature and Art. MO Auezov, etc.;
- the field of "Pedagogy and Psychology", "Psychology" - TOO "SATR Center" NGO "Kazakh Psychological Society," College "Kainar", SP NACP, the University and the School of Turan, MSH Miras, TOO Medical Park, etc.;
- in the specialty "Jurisprudence" - Specialized Interdistrict Economic Court of Almaty, the Almaty City Court, the ADF CAP DVD Almaty region, Baccalaureate School of the "Kainar" Academy.

Experts recommend to start the development of joint educational programs and to attract research organizations to the educational process.

**Strengths of educational programs:**

- continuity six educational programs at the bachelor - master;
- availability of subjects affecting the development of professional competencies relevant topical areas of the professional sphere;
- share practice-disciplines in psychology educational programs.

**The Commission recommends:**

- To determine the mechanism of formation, approval, review and monitoring of educational programs development plans to ensure more active involvement in the processes of stakeholders and informing them.
- Improve the mechanism of internal quality assessment, examination and OP feedback to improve them.
- Define a unified approach to the formation of graduates of the model and provide a review of models of all educational programs.
- Lead to a common format and structure of the modular educational programs of the university.
- To ensure the harmonization of the content of educational programs with leading foreign and Kazakh universities.
- Start the development of joint educational programs and attract research organizations to the educational process.
- Align Data Systems University of actual data Platonus

*The EEC notes that for all accredited programs on this standard 14 criteria has satisfactory positions, and 10 positions suggest improvements.*

#### **4) Standard "Student-Centered Learning, Teaching and Assessment"**

The "Kainar" Academy management provide equal opportunities to students regardless of the language of instruction on the formation of individual educational programs aimed at the formation of professional competencies.

Individual educational trajectory is reflected in the modular educational programs and individual curricula, which, along with general education, basic disciplines of compulsory



component are elective courses and practices, which are aimed at providing professional competences.

Formation of the trainees the skills required to successfully complete the professional work tasks carried out in the course of the study majors, in particular the "Workshop on Psychology (TT)", "Age psychology workshop", "Workshop on psychosomatic", "Psychology of Management", "Methods of Teaching Psychology ", " Psychology of sport ", " Mathematical methods in psychology" and others.

The EP to identify the components that contribute to the development of creativity, "creativity Psychology", "Psychology of abilities", "Fairytale". Taking into account the intellectual development at the Department of Economics and Business student group work "The Economist", where meetings are held with scientists from Kazakhstan, employers, educators, and held round-table discussions, debates and discussions. Attracts students to educational trades "Exchange stimulant" in LLP "Information agency of financial markets" IRBIS ". Specialty 5V030100 - Law students have the opportunity to attend workshops on mediation, acquiring in recent years great importance. This practice contributes to the integration of individual characteristics, needs and cultural experience of students.

Chairs of the Academy "Kainar" annually updated catalogs of elective courses based on students' interests.

In the Academy "Kainar" introduced innovative teaching methods: video lectures; method of "round table"; debates; brainstorm; business and role-playing games; case-study (case studies, situational analysis); workshops and master classes. For example, in the educational process used video lectures of professors like Loginova MN Master of Psychology in the disciplines "General Psychology", "Psychology of management"; - Professor Perlenbetova MA on discipline "Psychophysiology"; Associate Professor AA Davletova on discipline "Psychology of gifted person," "General Psychology". Depending on the situation, the teacher chooses the most convenient form of training.

One of the conditions for effective implementation of the loan program is to use their own development in the educational process. Teachers use electronic textbooks, teaching aids and monographs published in recent years. For example, a professor Saparbayev AD co-authored for economists, managers, accountants, masters and doctors PhD released monograph "The Doing business in Kazakhstan: formation and development", which deals with the financial resources, the formation of financial management, stock market, the issues of taxes and taxation, etc .; Associate Professor KS Syzdykova co-produced manuals on financial management for the improvement of methods of teaching the discipline "Financial Management", "Қарзшылық Management", "Economics and marketing in health care", "Management in Health Care"; Associate Professor of Assanova SS developed the textbook "Economic Analysis" for students and undergraduates of economics, which presented a workshop for the training process, and discipline in the conduct of "IC: Accounting" are applied to practical problems develop skills of practical work; Associate Professor GS Kaliakparovoy published in various situations magazines publishing house "BIKO" on accounting and taxation, which are used in the teaching process in the form of case studies; Associate Professor Abdibekov SU published a teaching manual "Tax forecasting and planning," monograph "Problems of portfolio management in the Republic of Kazakhstan", Professor MA Perlenbetov for psychologists, teachers - psychologists undergraduates released etc.

*However, the Commission notes the lack of the use of innovative teaching methods in the educational process, as well as the low level of ongoing research in the field of academic disciplines teaching methods.*

To assess the students' satisfaction with the quality of educational services, the feedback of the students, the Academy conducts a sociological survey of students about the quality of the educational process. Also, the feedback form is the site of the university, where the president's blog functions.

*The EEC experts noted the lack of a feedback system for the use of different methods of teaching and knowledge control. It is not enough to effectively functioning system of decision-making on the basis of the feedback of the results with the students and assess their satisfaction.*

With the implementation of the educational program the university monitors the independent work of the student, which is carried by the current, intermediate and final control. The basis for the self-study is relevant scientific and theoretical course. Before starting work, students receive a special note on the implementation of independent work - determined by the requirements specified sources and aids, we recommend the most rational method.

Employers have the opportunity to assess the professional competence of students EP during the passage of all types of practices. In order to monitor the passage of practice and feedback used "About the head of the practice." Evaluation of employers' satisfaction level of training of students is carried out by reflection in the characterization of the intern, practice at the base of the organization.

The Academy developed the "Regulations on the organization and conduct of interim and final evaluation of students", "Regulations on the score-rating system." For consideration of disputes arising during the interim assessment, the order of the President of the Academy, the composition of the members of the appeal commission on all specialties. For the elimination of academic debt, and the difference in the curriculum, re-development courses, study additional courses introduced summer semester.

The adequacy of the assessment of knowledge of students is regulated by the scoring criteria stipulated in the educational complex discussed at the meetings of educational-methodical council and approved by the vice-rector for scientific and methodical work. These criteria are communicated to the students.

In the departments of the Academy is a system of organization of the control of knowledge of students on the basis of "Model Regulations for the ongoing monitoring of progress, interim and final assessment of students» № 125 of 18 March 2008. To this end, we developed a number of regulations "Regulations on the organization of educational process on credit technology" training "scheme evaluation of students' knowledge in credit technology of training."

To ensure the objectivity of the evaluation of knowledge and degree of development of professional competence of students, transparency and adequacy of tools and mechanisms to assess their acceptance examinations carried out by testing and orally by independent examiners reviewing theses and master's theses external scientists - experts in their respective category.

In addition to advisors and tutors, individual support and counseling students on the educational process have teachers. Schedule PPP consultations posted on the information board of the department.

Current control of students' knowledge is carried out in the framework of the ballroom-rating system, it is carried out on all types of classroom (lectures, seminars, workshops), as well as extracurricular activities and is carried out by means of various forms of control: oral questioning, test papers, colloquia, individual home assignments, discussions, debates, round tables, reports, etc.

Monitoring the progress of students performed a teacher in the classroom according to the schedule in accordance with the educational complex. The results of current, mid-term and final control of compulsorily reported to the students and all interested persons. Evaluation of satisfaction with the organization of practical training of students is carried out in the course of practice, and the installation and the reporting conference after practice.

*The experts draw attention to the lack of monitoring of students by promoting educational trajectory at various stages of the educational process.*

Academy "Kainar" provides an opportunity to study according to an individual study plan in a timely disabled persons and persons with disabilities, taking into account the characteristics and educational needs of the individual learner. In drawing up individual training schedule different versions of classes can be provided. The modalities for inclusive education at the academy there.

Students express their full satisfaction level of the quality of teaching (65.6%); fairness of examinations and certification (78.1%); carried out the tests and examinations (75.0%).

The EEC of the IAAR conducting meetings, conversations and interviews with the president of the academy, pro-rectors, heads of departments, managers and employees of structural subdivisions, learners, teaching staff, representatives of organizations of employers and graduates, as well as having carried out a survey of students and faculty, a detailed introduction of experts with



the training infrastructure Academy, logistical and information-methodological resources, as well as the necessary documents following notes.

**Strengths:**

- ensuring equal opportunities to students regardless of language training on the formation of individual educational trajectory.

**The Commission recommends:**

- Conduct systematic research on the study and implementation of innovative methods of teaching disciplines.

- Develop measures aimed at creating a feedback system for the use of different methods of teaching and knowledge control.

- Intensify work on the adoption on the basis of the feedback of the results with the students and making assessments of their satisfaction.

- To organize systematic monitoring of promotion enrolled in the educational trajectory at various stages of the educational process.

***The EEC noted that for all programs accredited by 7 criteria of the standard high school has a satisfactory position, 4 position requires improvement.***

**5) Standard "Students"**

Academy "Kainar" policy demonstrates the formation of a contingent of students from admission to release and ensures transparency of its procedures. The procedures governing the life cycle of students approved and published.

Admission and enrollment in the educational program followed by a primer containing information on the organization of education and specific education program.

*The number of students absent foreign students.*

The university demonstrates the compliance of the actions of the Lisbon Recognition Convention. Academy "Kainar" cooperates with other organizations and national education centers "European network of national information centers on academic recognition and mobility / National Academic Recognition Information Centers" to provide a comparable recognition of qualifications.

Students and undergraduates are the main consumers of educational services, so the head of the implementation cost of the interests of the educational programs. Educational environment simulates the following characteristics of students: personality, striving for greater freedom, the process of achieving integrity, personal and professional growth, self-reliance and self-esteem.

The contingent of students at the Academy of "Kainar" is given in Tables 1 and 2.

Table 1 - The contingent of students on 28.06.2016 (Undergraduate)

Specialty	Full time course					Correspondence course				
	Language		Form of payment		Total	Language		Form of payment		Total
	Kaz	Rus	Gran	Pay		Kaz	Rus	Gran	Pay	
5B010300 – Pedagogy and Psychology	35	-	-	35	<b>35</b>	6	7	-	13	<b>13</b>
5B011700 – Kazakh language and literature	68	-	-	68	<b>68</b>	-	-	-	-	<b>-</b>
5B011900 – Foreign language: two foreign languages	3	42	-	45	<b>45</b>	-	6	-	6	<b>6</b>
5B030100 – Law	267	173	-	440	<b>440</b>	63	67	-	130	<b>130</b>
5B050300 – Psychology	19	113	-	132	<b>132</b>	-	40	-	40	<b>40</b>
5B050600 – Economics	13	31	-	44	<b>44</b>	-	25	-	25	<b>25</b>
5B050800 – Accounting and Audit	15	51	-	66	<b>66</b>	-	12	-	12	<b>12</b>

5B050900 – Finance	43	75	-	118	<b>118</b>	-	11	-	11	<b>11</b>
5B050400 -Journalism	31	24	-	55	<b>55</b>	-	-	-	-	-
Total for Academy	<b>494</b>	<b>509</b>	-	<b>1003</b>	<b>1003</b>	<b>69</b>	<b>168</b>	-	<b>237</b>	<b>237</b>
Total in bachelor programs:										<b>1240</b>

Table 2 - The contingent of students on 208.06.2016g. (Master)

Specialty	Language		Payment		Total
	Kazakh	pyc	Grant	Pay	
6M011700 – Kazakh language and literature	11	-	-	11	<b>11</b>
6M030100 – Law	17	55	-	72	<b>72</b>
6M050300 – Psychology	22	21	-	43	<b>43</b>
6M050900 – Finance	-	14	-	14	<b>14</b>
6M050800 - Economics	-	9	-	9	<b>9</b>
6M0507000 –Management	-	7	-	7	<b>7</b>
Total for Academy	50	106	-	156	<b>156</b>

At full-time as part of a bachelor degree at the Academy of "Kaynar" trained 1240 students of which 1003 students - full-time training, and 237 students - the correspondence form of training.

The contingent of students at the undergraduate of the Academy "Kaynar" on accredited specialties is provided in Table 3 for the last three years.

Table 3 - The contingent of students at the undergraduate specialties accredited by the Academy "Kainar" in the last three years

Programs	Academic year	Full time course		Correspondence course		Total
		After school	After college	After college	After university	
5B010300 – Pedagogy and Psychology	2013-2014	62		33	7	<b>102</b>
	2014-2015	35	14			<b>49</b>
	2015-2016		35		12	<b>47</b>
5B011700 – Kazakh language and literature	2013-2014	69		11	10	<b>90</b>
	2014-2015	72	6		7	<b>85</b>
	2015-2016	57	11			<b>68</b>
5B011900 – Foreign language: two foreign languages	2013-2014	31	9	43		<b>83</b>
	2014-2015	32	24	9	5	<b>70</b>
	2015-2016	27	18		6	<b>51</b>
5B030100 – Law	2013-2014	66	8	252	106	<b>432</b>
	2014-2015	144	140			<b>284</b>
	2015-2016	163	277		130	<b>570</b>
5B050300 – Psychology	2013-2014	50	9	42	40	<b>141</b>
	2014-2015	68	26		40	<b>134</b>
	2015-2016	76	56		41	<b>173</b>
5B050600 – Economics	2013-2014			47		<b>47</b>
	2014-2015		20		16	<b>36</b>
	2015-2016	6	38		25	<b>69</b>
5B050800 – Accounting and Audit	2013-2014			74		<b>74</b>
	2014-2015	11	22		7	<b>40</b>
	2015-2016	21	45		12	<b>78</b>
5B050900 – Finance	2013-2014	35		43	35	<b>113</b>

	2014-2015	62	27		19	<b>108</b>
	2015-2016	78	40		11	<b>129</b>

Analysis of the contingent of full-time students in the bachelor training by type, shows that the proportion of students enrolled on the basis of secondary education is 45.15%, the proportion of students enrolled on the basis of TPE, is 54.85%.

*In general, the Commission observes decrease in the number of students, due to objective processes, such as reducing the solvency of the population, lack basic knowledge of high school graduates.*

For the purpose of pre-professional orientation of senior Academy conducts vocational guidance system. Responsible for carrying out measures for career-oriented work is a department of marketing and the selection committee. To this end, organized explanatory work among the graduates of schools of Almaty and oblast held a meeting with students, parents and teachers. Members of the selection committee, the teachers responsible for the professional work in the departments, are constantly involved in all urban and regional events. The list of issues covered: features of formation of the student body, the right to enter higher educational institutions of Kazakhstan, the list of documents, conditions, specialized subjects in the field, passing scores, a list of privileged categories, the concept of "rural quota", "Kazakh Diaspora" and others.

On the website of the University <http://www.kainar-edu.kz> posted information materials for admission to college. This page is available to external users. Prepared a memo for the current year graduates and students who give the KTA, with brief information about the list of documents, timing of the reception at all stages: testing, creative examinations, competition for government educational grants admission. It publishes an annual booklet contains information about the specialties of the Academy "Kainar" and lists of documents with a time frame. The university graduates conducted trial testing the nearby districts of the region, organized trips to Taldykorgan, Kaskelen, Talgar, Issyk, Almaty oblast districts to meet with high school graduates. Graduates of the surrounding areas are involved in the Open Days University. Conducted meetings with the heads of schools and colleges, subject teachers. Academy Kainar requests in collaboration with schools and colleges for vocational guidance among college graduates and become familiar with the specialties of the Academy, as well as the development of scientific research among graduate classes in Almalinsky school, Bostandyk, Medeu, Auezov district of Almaty conducts career.

Academy "Kainar" takes part annually in the Kazakhstan International exhibition held company "Atakent-Expo" presenting educational programs of the university.

Selection committee is done to attract media to repeated clarification technology of the Unified National Test, the Comprehensive Test, and the competition for awarding educational grants. For applicants drawn up stands in the Kazakh and Russian languages with the necessary information on reception.

Formation of a contingent for distance learning with the use of remote technology is carried out on the basis of secondary vocational and higher education. On the basis of the formation of secondary vocational education is carried out contingent on the results of complex testing, and on the basis of higher education - based on interviews on the main subjects.

Admission is carried out on their applications on a competitive basis. Entrants to training accredited graduate EP pass a comprehensive examination in special subjects.

On paid training for OP bachelor enlisted applicants who receive the results of testing of at least 50 points, including the following subjects: Kazakh or Russian language (language of instruction), history of Kazakhstan and subject at the choice of at least 4 points, including at least 7 points in mathematics.

On paid training credited EP graduate applicants who have received the results of foreign language testing and delivery of complex examination in special subjects - at least 50 points each.

Those who received training, is credited by order of the President of the Academy of "Kainar".

The average academic index points UNT full-time students in 2013-2014. He totaled 58 points in 2014-2015 year - 67 points, in 2015-2016 year - 64 points.

After receiving the university evaluates the correspondence between the admission process and the subsequent progress of students through the questioning of students, monitoring knowledge.

According to the translation issues with a degree on a specialty, from one institution to another, from course to course, tests loans disbursed at another university, the order of payments, granting sabbatical, students can get advice on chairs and further in the Department of organization of educational process.

Based on the decision of the Academic Council of the Academy of "Kainar" set the next transfer point for undergraduate GPA from 1 to 2 year - 1.67, with 2 of 3 Course - 2.0, from 3 to 4 courses, Master - 1.67.

The university demonstrated a mechanism for the recognition of the results of academic mobility of students, as well as additional results of formal and informal learning. Academic mobility "Kainar" the Academy is carried out in the framework of international and inter-university agreements. In the 2015-2016 academic year, agreements were made with the Pavlodar State Pedagogical Institute, with the Western Kazakhstan is innovative-technological university program of academic mobility. So, doctor of philological sciences, Ph.D., professor in the Department of preschool and primary education of PSPI Zhumasheva A.Ş. delivered lectures on a special course "Dialogue of cultures and the problems lingvo-cultural interference" for the 3rd year students of the specialty 5V011900 - Foreign language: two foreign languages ". Graduate of West Kazakhstan Innovation and Technology University of Uralsk took part in the program of academic mobility in the period from 28 March to 9 April: Umbetova A., specialty 6M050900 - Finance, Sultangalieva A., specialty 6M050300 - Psychology, Abdirova B., specialty 6M011700 - Kazakh language and literature. In addition, graduates of the Academy of "Kainar" all specialties are foreign scientific training.

Academy "Kainar" demonstrates awareness of the main roles (professional, social) students based on learning outcomes. Academic achievements have a significant impact on the future career of students. In determining the quality of education as a basis for analysis of the quality of educational services received achievements of students, expressed in terms of performance.

Indicators of achievement and the quality of students' knowledge are presented in Table 4.

Table 4. Indicators of assessment "Kainar" Academy trainees

Specialty	2012-2013	2013-2014	2014-2015
5B010300 – Pedagogy and Psychology	84.5	95	93.5
5B011700 – Kazakh language and literature	78.5	91	91
5B011900 – Foreign language: two foreign languages	77	80	85
5B030100 – Law	83	81	83
5B050300 – Psychology	78	89	89.5
5B050600 – Economics	79.8	76.5	78.1
5B050800 – Accounting and Audit	80.2	79.4	80.1
5B050900 - Finance	79.1	84.6	81.6
<b>Total for Academy</b>	<b>80.01</b>	<b>84.56</b>	<b>85.23</b>

The Commission notes the improvement of the quality indicators of students' knowledge. The highest rates are observed among students of specialties "5V011700 - Kazakh language and literature", "5V050300 - Psychology."

*The experts of the EEC IAAR draw attention to the lack of systematic monitoring of the results of information on the academic achievements of students and decision-making in the framework of the follow-up on them. No professional certification opportunities of students.*

Student research papers Academy coordinates the Student Scientific Society. Academy students participate in student conferences, international conferences. Results and the effectiveness of NIRS demonstrate diplomas, certificates of different levels.

*At the same time, experts note the lack of involvement of students of the Academy of "Kainar" in research work, contractual activities, as well as the absence of external grants for*

training programs and the lack of international students and undergraduates to participate in international competitions.

The university provides graduates the documents confirming the qualification, including learning outcomes achieved, as well as the context, content and status of education and a certificate of its completion.

Academy "Kainar" is making every effort to ensure the employability of graduates, the systematic monitoring of employment of graduates, their career development and performance of alumni associations. To ensure employment of graduates of the Academy following events are held:

- organized a master class on creating a business with businessman Ablai Yusupov for students "Kainar" Academy;
- Mediation Centre operates on the basis of the department "History of Kazakhstan and law", it was established to the formation and development of skills and abilities required for the mediation;
- Academy graduation courses annually attend citywide job fairs;
- in collaboration with the departments of the Academy "Kainar" marketing department and receiving campaign organizes meetings with potential employers. The department "History of Kazakhstan and law" holds annual meetings with the employees of law enforcement bodies, judges;
- for the formation of competencies that contribute to further employment law student group was created, consisting of a number of students of 1-3 courses of full-time education; at the Department of "Economics and Business" lectures deputy. Chief Accountant of LLP «TELECOM MANAGEMENT CONSULTING» Anayatova Raziya Tohtahunovna, as well as the director of LLP «Royal Petrol» Dzhanaev Talgat Muratovich held a lecture on financial management.

Information about the employment of graduates of the Academy of "Kainar" for the period from 2013 to 2015. are given in Table 5.

Table 5. Employment of graduates 2013-2015.

Academic year	Students	Employed	Percentage
<b>Bachelor program</b>			
2012-2013	747	633	85%
2013-2014	904	766	85%
2014-2015	299	252	84%
<b>Master program</b>			
2012-2013	69	67	97%
2013-2014	69	67	97%
2014-2015	50	48	96%

The Commission monitors the positive dynamics of employment of graduates of undergraduate full-time training; by correspondence, form of training there is a tendency to a slight decrease in percentage of employment of graduates. Percentage of Masters of employment is in the range 96-100% in this period.

Experts WEC IAAR indicate insufficient effective mechanism to stimulate students to self-education and development is the main program (extracurricular activities). Also in high school is not debugged work feedback system support for students, including the prompt submission of information on the results of assessment of students.

The university provides students an opportunity for sharing and expression - for example, through the Internet forum of student organizations.

In the Academy "Kaynar" implemented activities support students by providing discounts for students on learning.

The Commission notes the lack of activity of the Alumni Association in the educational process, the lack of an effective mechanism to support gifted students and encouraging their involvement in the research work.



Students have expressed full satisfaction with the level of accessibility and responsiveness of university management (59.4%); availability of academic counseling (75%); Access to health care (62.5%); availability of library resources (56.3%); existing training resources (53.1%); overall quality of training programs 65.5%); the relationship between student and teacher (90.6%).

**Strengths:**

- apprenticeships in government authorities and public organizations of the city, region and country;

- Activity Academy on employment of graduates.

**The Commission recommends:**

- To develop professional orientation program to attract foreign students.
- To organize systematic monitoring of information on the academic achievements of students and decision-making in the framework of the follow-up on them.
- Provide the opportunity for professional certification of students.
- Create activities to attract students "Kainar" of the Academy in the scientific and research work, contractual activities, as well as to participate in international competitions.
- Empower external and internal mobility for students at the Academy, "Kainar".
- Strengthen the work of the Alumni Association and to take measures to enhance the role of the Association in the development and management of educational programs.
- Improve the mechanism of support of gifted students.

*The EEC notes that for all accredited programs on 10 criteria of the standard high school has a satisfactory position on 9 positions require improvement.*

## 6) Standard "Teaching Staff"

Academy "Kainar" has an objective and transparent staff policy, including recruitment, professional growth and development, ensuring the professional competence of all staff. The teaching staff is the main resource for the mission of the Academy "Kynar". In this regard, the Academy pays special attention to the selection and training of personnel.

The formation and implementation of personnel policies of the Academy "Kainar" is based on the following principles: a democratic approach to the management and employees of PPP Academy; combination of interests of managers and the managed subsystem; availability of management; observance of parity; promotion of PPP activities; to create conditions and an atmosphere of initiative and creativity; personal improvement staff.

This approach is consistent with modern trends in the field of work with human resources and relies on the formation and strengthening of "human capital" in the transition to the knowledge society. The Academy staff policy in accordance with the basic priorities of the strategy academy.

The faculty of the Academy is formed in accordance with the requirements of the MES and regulations, including Rules of competitive replacement of posts of scientific and pedagogical (teaching staff, research workers) staff of higher education institutions.

To improve the quality of teaching, to ensure a close relationship with the production of the Academy are invited as part-time professors, doctors and candidates of sciences, experts of the respective industries. In the 2011-2012 academic year, 37 people worked pluralists in the 2012-2013 academic year - 30 people, the 2013-2014 academic year - 27 person, the 2014-2015 academic year - 24 people, and the 2015-2016 school year - 8 people.

Policy a clear distribution of powers is realized through the improvement of the organizational structure, the content of the provisions of subdivisions and job descriptions. to PPP competence requirements specified in the job descriptions, developed based on the "Model qualification characteristics of teaching staff and persons equated to them". Familiarization with the job descriptions carried out by the design work.

The university demonstrates compliance with human resource capacity development strategy of the university faculty, qualification requirements, and the level of specificity of educational programs and recruitment.

Recruitment at the Academy is based on the analysis of the needs of the educational programs, the results of which announced a contest for the vacant positions. To this end, developed



and approved the admission system to work with teachers and personnel in accordance with approved MES "Rules competitive vacant posts.

The transparency of personnel procedures is ensured through a competition to fill faculty positions (Regulation on the replacement procedure positions the faculty of the Academy of "Kainar"), carrying out PPP certification from hearing their reports on all positions of the individual plan and the announcement of a reasoned conclusion of the department with the recommendation to the competition and (or) the extension of the labor contract.

With regard to teachers and staff academy admission procedures are carried out on a job, promotion, promotion, dismissal, staff familiarization with the rights and duties carried out by a special unit of the Academy - the personnel department.

Qualitative and qualitative composition shown in Tables 6 and 7 TAS of the "Kainar" Academy.

Table 6. Quantitative and qualitative composition of the teaching staff for the period from 2011 to 2016

Indicator	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Total number of teachers	112	86	88	63	51
including					
PhD	13	15	14	14	7
Candidate of Sciences	44	39	37	27	27
Holders of Master degrees	23	14	22	14	16
Percentage	51%	63%	58%	65%	67%

Table 7. Quantitative and qualitative composition of the teaching staff in the 2015-2016 school year

№	Faculties	TOTAL												Number of degree holders	Percentage	
		doctor			phd			candidate			master		other			
		Total	Staff	Part time	Staff	Part time	Staff	Staff	Part time	Staff	Part time	Staff	Part time			
1.	History of Kazakhstan and Law	15	14	1	1	0	1	8	0	4	1	0	0	10	71%	
2.	Languages and Journalism	14	12	2	1	0	1	6	1	3	1	1	0	8	67%	
3.	Pedagogy, psychology, social sciences	16	13	3	1	1	0	6	2	6	0	0	0	7	54%	
4.	Economics and business	14	12	2	1	0	1	7	2	3	0	0	0	9	75%	
	<b>TOTAL</b>	<b>59</b>	<b>51</b>	<b>8</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>27</b>	<b>5</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>34</b>	<b>66,6%</b>	

The total number of teachers in the 2015-2016 academic year is 59 persons, 51 of them - Full-time teachers (86%). With the academic degrees of doctor and candidate of sciences - 34 people, accounting for 67%. The average age of teaching staff at the Academy with academic degrees and titles in the 2015 - 2016 academic year is 54 years.

*The experts noted decrease in IAAR amounts of regular faculty of the Academy of "Kainar" for the period from 2011 to 2016*

The university demonstrates the awareness of responsibility for its employees and providing them favorable conditions of work.

*Experts say the weak job Academy to change the role of the teacher "Kainar" Academy in connection with the transition to student-centered training.*

The university makes available to the public information about the PPP, including PPP directories, posting profiles on the university website.

To assess the PPP introduced a rating system at no additional charge, students conducted a survey to assess teachers.

Systematic evaluation of the competence of teachers, assessment of the quality of teaching effectiveness in the departments are implemented through internal evaluation (open class, visiting, head of the monitoring visits. Pulpit speeches at scientific-theoretical and scientific-methodical seminars).

*Experts of the EEC IAAR note the absence of a systematic approach to monitoring and evaluation of teachers competence, inefficiency rating system.*

Leaders Academy ensures the completeness and adequacy of individual planning PPP works on all types of activities, performance monitoring and the effectiveness of individual plans, demonstrated proof of implementation by teachers of all types of planned load

Working load PPP specialties include educational, methodical, scientific, organizational and methodological work, enhancing professional competence. All planned work of teachers is included in his individual work plan, which is the main document regulating the work of the teacher on the staff position.

Planning educational work staff of the department head of the department is carried out. teaching load distribution of teachers is carried out, taking into account their qualifications. Determine the total amount of load full-time teacher, a full-time, taking into account the performance of educational, methodical, research, organizational, methodological, educational work, training, and other types of work. The annual volume of academic work on PPP departments established the Academic Council. Training the PPP load formed in accordance with the order of the annual statement of the teaching load standards, which set the amount of teaching hours by category of teachers (professor, associate professor, senior lecturer and professor). Load Calculation of full-time teaching staff is carried out under the following average values of the classroom load: Professor - 700 hours; Associate Professor, scholar - 850 hours; Senior Lecturer - 850 hours.

*At the same time, members of the commission pay attention to the inclusion in the PPP-hour non-specific load directions, for example, holding mug, development EMCD.*

At the end of each semester is considered the implementation of an individual plan sections. Failure without good reason is regarded as a violation of labor discipline and entails sanctions.

For all disciplines of the department developed educational-methodical complexes, which shows the syllabus of training courses, lectures, seminars, plans, according to the CPC assignment, types of control, questions and tasks, the rating assignment, exam materials.

*Experts of the EEC IAAR noted the lack of support the university research activities of faculty. It should be noted, on the weak links between research and training.*

As part of the training academy faculty training plans are developed each year, which include short-term seminars, courses and internships at leading universities and enterprises of Kazakhstan.

The teachers leading classes on all Academy training program improved their skills at seminars organized by the Republic of Kazakhstan and neighboring countries leading universities, research and production training and participated in conferences at various levels, organized the following educational institutions: Kazakh National Pedagogical University them. Abay; Al-Farabi Kazakh National University; Technology Academy; Kainar University; Asian Federation of Psychotherapy; National Academy of Sciences of the Republic of Kazakhstan; Kazakh Economic University. T.Ryskulov; JSC "National Centre of Excellence" for development of leading "; Institute of Linguistics named A.Baitursynov; Kazakh University of International Relations and Foreign Languages named Abylaikhan and others.

Courses organized by "Kainar" Academy for the teaching staff:

- «Pressing questions of application of innovative technologies in the universities»;
- «Innovative approaches to education and science in the modern university: solutions, problems and prospects of development»;

Courses organized by the Academy of "Kainar" for PPP, supported by certificates.

The Academy conducted a policy and procedure to ensure professional standards and ethics. Observance of the Code prescribes honor teachers and students Internal regulations.

The Commission found that the Academy "Kainar" practices are brought to lectures and the chairmen of the SJC employers famous domestic scholars and practitioners, including Akysh NB - Senior Researcher, Institute of literature and art; Zhumabekova U.ZH. - Associate kazniti them. K.Satpaev; Sangilbaev OS - Professor KazNPU. Abay; Rustemov GR - Professor of the Academy of Ministry of Internal Affairs of Kazakhstan; Baymahambetova GI - Professor KazGASA; Zhuyrikov KK - Professor KazUPS.

*The EEC members noted insufficient work of the university to attract and develop young teachers.*

The institution implements measures to encourage professional and personal development of faculty and staff. PPP President of the Academy awards the on holidays, anniversaries, provides financial assistance, financial support for the treatment and conduct of operations, the provision of incentives for young professionals and graduates of the Academy to pay for training in a magistracy according to the submitted application, operating availability of the benefit system to pay for tuition for children of employees of the Academy, also the order of the President of the Academy additionally installed surcharge for a doctorate degree and PhD. For achievement in the field of educational and scientific activities, social work and many years of conscientious work of faculty and staff will be awarded with certificates and thanked senior management of the academy, the city and the region. At the same time, decreased from 1731.0 thous. (2014.) To 170.0 thousand. (2015.) In 2015, bonuses of employees in 2014 and 2015.

*At the same time, experts note a weak incentive system for professional and personal development of faculty and staff. Also, the university is not carried out PPP satisfaction monitoring.*

The university demonstrates PPP involvement in practical activities in the field of specialization on a permanent basis.

*The Commission found a low level of IT competence PPP, the application of innovative methods and forms of education. Also marked low activity of information and communication technologies in the educational process (eg, on-line learning, e-portfolio, MEP, etc.).*

Within the framework of academic mobility development for lectures tutoring academy well-known scientists and leaders and abroad were invited sciences such as: Albagli Claude, Professor, President of the Institute "CEDIMES" (France), Catherine Jacqueline, a PhD, (France); Kalyuzhnova E., Doctor of Economics, professor of the University of Reading (UK); Aidaraliev A.A., MD, Professor of the International University of Kyrgyzstan; Teplyakova S.N., Ph.D., manager of the International Association of Professional kinesiologists. In addition, for the implementation of the Academy on the integration strategy in the world educational space cooperation agreements and memorandums were signed on cooperation with the following foreign universities and abroad: University of Reading, Centre for Euro-Asian Studies (United Kingdom); University of Brighton (UK), University of Malaysia Kelantan in Kuala Lumpur, University SEGI (Malaysia), «Valahia» University (Targovitse, Romania), the University «Havre» and Le Havre (France), etc.

Internal academic mobility is represented by the following fact. In 2016, an assistant professor Erkinbekova M.A. delivered lectures and conducted workshops in the Pavlodar State Pedagogical University on the subject "Applied Psychology".

An important factor is PPP participation in society (PPP role in the education system, in the development of science in the region, creating a cultural environment, participation in exhibitions, creative competitions, charity programs, etc.). PPP "Kainar" Academy regularly participates in television programs, appear on radio, published in local and national media. PPP Academy is involved in major actions of a social nature.

#### **Strengths:**

- involvement in the educational process of specialists with experience in the industry, as well as well-known scientists, public and political figures;
- PPP quality educational program Psychology;

- effective interaction of faculty and students, the high level of support for individual students.

**The Commission recommends:**

- Develop and implement a set of measures to change the role of the teacher academy in connection with the transition to student-centered training.

- Provide a systematic approach to monitoring and evaluating the competence of teachers, improve the efficiency rating PPP evaluation system.

- Improve the system of incentives for professional and personal development of faculty and staff, providing the event:

- to support the research activities of faculty and implementation of research results in the educational process;

- to attract and develop young teachers;

- Assessment PPP satisfaction;

- to enhance the role of rating PPP evaluation systems and departments;

- to support faculty research publications results in top scientific journals.

- To increase the level of IT competence PPP, the application of innovative methods and forms of education.

- Enhance the use of information and communication technologies in the educational process.

- Improve the faculty academic mobility and the pace of attracting foreign and local teachers to conduct joint research in the implementation of educational programs.

- Align quantitative and qualitative indicators of PPP in accordance with the requirements of the authorized body

***The EEC notes that for all accredited programs on the 9 criteria of the standard high school has a satisfactory position on 13 positions need to improve.***

## **7) Standard "Research Work"**

Academy "Kainar" demonstrates compliance with the priorities of the research work of the national policy in the sphere of education, science and innovation development. The Academy of the basic directions of scientific activity: "Innovative technologies of the global economic, legal and social-pedagogical development of the Republic of Kazakhstan." The university ensures that the research activities of the university's mission and strategy.

The university carries out the planning and monitoring of R & D performance. The research work of the Academy is conducted in accordance with the plan of the university and research departments. There is a strategic plan for research work in the years 2016-2020, in accordance with which the approved annual plans of research during the reporting period. The results of the research summarized in the annual reports of departments and of all the Academy at the end of the calendar year.

The university created the conditions for the development of various research teams. So, for an effective management of scientific research in the Academy "Kainar" is created and functions "Economic Research Institute" and "Institute of the Kazakh civilization and history."

Institute of Kazakh history and civilization is the leading scientific organization in Kazakhstan for the development of the complex problem of the origin and development of the Kazakh civilization as a phenomenon of world-historical process (Director - Academician KazNAU, professor Omarov Erengaip Salipovich).

Economic Research Institute (IEI), established in accordance with the Law of RK "On Education" and the Charter of "Kainar" Academy on the basis of the order of the Ministry of Education and Science of the Republic of Kazakhstan № 1057 of November 8, 2000 and by order of the Academy "Kainar". Director of the Institute - the honored worker of Kazakhstan, Honorary Academician of the National Academy of Sciences of Kazakhstan, academician KazNAU, Doctor of Economics, professor Saparbayev Abdizhapar Dzhumanovich.

For the first time in Kazakhstan in 2014 at the Academy of "Kainar" opened Centre for Kinesiology. Center implements additional professional educational programs in the field of kinesiology and physical psychology.

In the Academy "Kainar" valid psychological Center. The aim of the Centre is to create and develop the skills and abilities necessary for practical psychology in various spheres of human activity.

The university operates Mediation Center, the purpose of which is the formation and development of the skills and abilities required for the mediation to assist parties in resolving the dispute of the problem and develop possible options to solve it.

The university demonstrates the existence of processes to attract students to scientific and research activities. Research work of students (NIRS) is an integral part of the educational process, and serves as an effective means to strengthen the training of competitive specialists.

NIRS in the academy is conducted in two directions: NIRS students included in the educational process and NIRS performed outside normal working hours. In addition, NIRS is carried out by bringing the students to carry out research work of teachers.

The Academy of NIRS on average annually participates 65.8% full-time students, or 19.3% of the total contingent of students. The results of their research they present at conferences of different levels and in collections of scientific works. When departments and research centers of scientific study circles work.

From 2012 to 2014 scientific student clubs active in the Academy (Table 8)

Table 8 - Data on participation of students in the SNK

№	Academic Year	Number of clubs	Number of students
1	2011-2012	7	221
2	2012-2013	5	213
3	2013-2014	5	169
4	2014-2015	5	147
5	2015-2016	5	123

The list of students' scientific circles and clubs for the 2015-2016 academic year is given in Table 9.

Table 9. Scientific student groups and clubs for the 2015-2016 academic year NIRS

Faculty	Number of clubs	Name of the club	Led by	# of students
Economics and business	2	Economics and business	R.K.Diyarova	13
		PC Architecture, technical means, multimedia	K.Y.Tokpanova	22
Pedagogy, Psychology and social sciences	1	Zhan Tanushy - Psychologist	O.V.Fedorovich	27
Languages and Journalism	1	Problems of teaching communication skills in foreign languages		32
History of Kazakhstan and Law	1	Mediation	N.A.Apakhayev	29

At the same time, the Commission notes the low level of involvement of students to carry out research projects.

Learners Academy annually participates in the competition for general education and basic disciplines, as well as on special subjects, competitions of student projects (Table 10).



Table 10. R & D students and undergraduates in competitions, contests, conferences; Student Publications)

Academic Year	Olympiads	Competitions	Scientific conferences	Students' publications	Post graduates' publications
2013-2014	82	34	124	42	105
2014-2015	53	42	145	60	186
2015-2016	62	41	130	44	165

PPP Academy participates in international events organized by the Government of the German lines, the European Union, the British Council, the Government of India, the German Academic Exchange Service (DAAD), the US Embassy and others.

Most active faculty participation in international symposia, conferences, seminars, exhibitions, contests, festivals and training accounts for 2013 and 2014g.g. (Table 11). Funding for overseas travel is funded from the Academy and international organizations.

Table 11 - Data on participation of faculty in international symposia, conferences, seminars, exhibitions, competitions and internships

#	Events	Years					
		2011	2012	2013	2014	2015	2016
1.	Congresses, symposiums	-	-	3	3	1	-
2.	Conference	2	3	4	6	5	2
3.	Seminars, trainings	1	5	5	6	5	6
4.	Exhibitions, forums	1	1	2	1	2	3
5.	Competitions	-	3	-	1	-	-
6.	Internships	17	2	5	2	6	4
	Total	21	14	19	19	19	16

Summary of publications of research results for the 2013-2015 PPP. Chairs sectional shown in Table 12.

Table 12 - Summary of the results of research publications faculty for 2013-2015. sectional departments

Faculties	Inventions	Patents	Manuals monograph	Articles in domestic journals	Articles in foreign journals	Publications with impact factor	
						Thomson Reuters	Scopus
Economics and Business	-	1	5	88	15	0	5
Pedagogy, Psychology and Social Sciences	-	-	9	84	23	9	8
Languages and Journalism	-	-	25	167	20	1	5
History of Kazakhstan and Law	-	1	19	142	12	0	1
<b>Total</b>	-	2	58	481	80	10	19

*This Commission notes the low level of publicity PPP Academy in peer-reviewed international journals with non-zero impact factor.*

The university aims to attract a staff structure and for research leading scientists and practitioners.

*Currently, the Academy weakly promotes research results, including consulting and commercialization.*



The Academy annually funded R & D performed on the basis of awarded grants, and on the basis of contracts with the organizations and enterprises of the republic:

1. International Research program of the British Council project with the University of Reading (UK) Centre for Euro-Asian Studies on the topic: "Local Content and its impact on the environment and climate change" from 2010 to 2016. The total amount of the project is - 42 296 (forty-two thousand two hundred ninety-six) GBP (18,304,863 - eighteen million three hundred and four thousand eight hundred sixty-three tenge).

2. Research Project on "Development of Sustainable Energy Future Strategy of Kazakhstan till 2050" JSC National Scientific Tehnological holding "Parasat". This project is carried out within the framework of scientific and technical program "Development of clean sources of energy of the Republic of Kazakhstan for 2013-2017 in the framework of EXPO-2017". The project runs from 2014 to 2016. The total amount of the project is - 10,000,000 (ten million) tenge.

3. A research project on the theme "Actual problems of Education" with the Academy of Technologies. The project was implemented from 2014 to 2015. The total amount of the project is - 2 000 000 (two million) tenge.

4. During the period from 2011 to 2013 by the Institute of Economic Research of the University on the basis of a memorandum with JSC "Kurylys materials" performed a research project "Integrated evaluation of design solutions in the construction industry." The funding 2.195 million. Tenge. Supervisor - the honored worker of the Republic of Kazakhstan, honorary academician of NAS RK, Doctor of Economics, Professor AD Saparbayev.

Academy "Kainar" collaborates with institutes of the Russian Academy of Sciences and the Russian Academy of Education. In addition, we conducted joint research with such scientific-research institutions and organizations such as the Federal Institute of educational content of the Higher School of Economics, the International Association of Teachers of Russian Language and Literature (MAPRYAL) and many others.

There is agreement on cooperation with the Kyrgyz-Russian Slavic University (Bishkek, Kyrgyz Republic) and the Altai State University (Barnaul, Russia).

*The Commission notes the insufficient level of cooperation and joint research with foreign scientists.*

The university promotes the recognition of the results of research work, including registration of research projects at the National Center for Scientific and Technical Information, registration of patents and copyright certificates. The Commission found that 18 research project "Kaynar" implemented by the Academy for the reporting period JSC "NC STI" was registered.

*Experts revealed insufficient interdisciplinary scientific research.*

The university is committed to the use of different forms of funding of research activities. During the reporting period, the use of various means, namely: means of economic agreements and international research grants. The total funding for R & D Academy - 32,499,863 (thirty-two million four hundred and ninety-nine thousand eight hundred sixty-three) tenge.

PPP results of scientific activity are taken into account when summing up on differential pay. Implementation of research results in the educational process of the Academy shall be in the form of implementation of the act, which is approved by the vice-rector for educational work of the Academy..

**The Commission recommends:**

- To develop an effective mechanism to attract, encourage and motivate faculty research activities and students.
- To organize multidisciplinary research.
- Provide comprehensive measures to promote and conduct joint research with foreign scientists.
- To organize the systematic collection and analysis of information on Implemented and ongoing research activities carried out.

*The EEC noted that for all programs accredited by 7 criteria of the standard high school has a satisfactory position on 13 positions need to improve.*

## 8) Standard "Finance"

Academy Development Strategy "Kainar" envisages the development of material-technical base and financial and economic activity, the modernization of the management structure, which corresponds to the mission, goals and objectives of the university. Academy of budget planning is reflected in the documents of financial and economic activity.

The main economic activity of the financial plan is a plan of the academy, which is formed of five years with the release of the current plan year, taking into account the number of students, the market needs and the existing financial planning and reporting regulations. Allocation of financial resources and the formation of tangible assets is made in accordance with the mission and goals of the University in the field of education, science, and social activities. Revenues Academy reflected in the table.

Table 13. Income Academy "Kainar" for the period 2011-2015.

Source	Thousand Tenge				
	2011	2012	2013	2014	2015
Operating revenue	321649	345424	287825	345988	222757
Revenue from grant education	15696	12166	7143	6626	5000
Non-operating revenue	168	174	0	0	0
<b>Total</b>	<b>337513</b>	<b>357764</b>	<b>294968</b>	<b>356614</b>	<b>227757</b>

The main part of the budget of the Academy "Kainar" is formed as a result of cash inflows from the provision of educational services to students studying on a fee basis, and students - 98% of total revenues in 2015. Experts point out that in 2011, the university budget fell by 32.6%, due to the fall in the contingent of students.

Financial management policy is implemented by the Department of Finance. Accounting and financial statements of the Academy is made in accordance with the accounting policies adopted by the Ministry of Education and Science and the requirements of NAS and International Financial Reporting Standards (IFRS). Accounting at the Academy is conducted in an automated way, "1C" for version 8.1. and complies with the laws of the Republic of Kazakhstan.

*Experts point out that the internal control over financing takes the form of monitoring of income and the distribution of funds, financial reporting and inventory. The financial management policy does not use the internal and external independent audits.*

The main items of the budget expenditures Academy are payroll, tax payments, expenses for the purchase of materials and fixed assets, the acquisition of book fund, payment for utility services, overhaul and repair of fixed assets and other expenses. Fixed assets of the university make up 187,861 thousand Tenge in 2015.

The acquisition of funds required for the learning process is carried out on the basis of applications and consideration of their relevance to the Rector and the Academic Council. Housekeeping service is the estimate for capital repairs and landscaping costs, utilities and maintenance costs. The adequacy of financial security is also addressed at the meetings of the Academic Council and Rector. The development plan of the Academy will not be published on the university website.

Financial stability is determined by the positive difference between the income and expenditure of the university, moderate price policy. Installed price paid training provide sufficient volumes of flow of funds for the smooth financing of the educational activities of the university.

*However, employers, graduates and university workers indicate the need for more resources for strengthening the material-technical base.*

The Academy has a system of measures to promote and support staff for their work: the system PPP rankings of departments by the end of the school year, there are provisions of "On bonuses and material assistance to employees" Kainar "Academy," On Measures to encourage students ", " On measures to encourage PPP as a result of publications in scientific journals. " The average salary for high school is 107 669 tenge.

In "Kainar" Academy offers discounts on the cost of education to children with disabilities, children from large families, excellent students, children of employees of the Academy, to the winners of sports competitions. In general, the university for the last 5 years was granted discounts totaling 168,676 thousand Tenge.

*Bonuses of employees in the years 2014 and 2015 decreased from 1731.0 thous. (2014.) to 170.0 thousand. (2015.).*

Analysis of financial statements and financial policy shows that the academy is a solvent organization, significantly reduced revenue and expenditure side of the budget.

*Experts say the need to develop the University of risk assessment mechanisms, including financial, to generate alternative scenarios.*

**The Commission recommends:**

- Implement the internal audit system and to ensure the passage of the independent financial audit.
- Ensure transparency of approval and budget allocation.
- Develop a financial risk assessment mechanism of the university and the formation of alternative development scenarios.

*The EEC noted that for all programs accredited by 5 criteria of the standard high school has a satisfactory position, 5 position requires improvement.*

### **9) Standard "Educational resources and student support system»**

Logistical and social base, located in the operational management of the Academy "Kaynar", located in Almaty, consists of 3 facilities with total area of 8359.4 square meters, of which: teaching and laboratory and office building is 4637.6 sq. m; educational and sports building - 2528.7 m; hostel- 1193.1 sq. m.

At the academy are available all the necessary documents confirming the right to immovable property. In particular: the act of acceptance and transfer of buildings and structures in the operational management, the registration of the BTI on November 14-15, 2015 .; technical passports 3 properties; There are state acts for permanent Execu

Currently, a hostel with a total area 1193.1 sq Academy operates in 90 beds.

Medical staff and students provided health center and urban health center number 12.

The Academy has 8 classrooms with interactive demonstrations of multimedia materials using innovative teaching methods. 2 of them are located in computer classes, 6 lecture halls.

Total number of computers in the academy is 141 units, of which laptops - 10 printer - 36, 41 computer involved in the educational process.

Information System and the feedback includes information stands, the official website, corporate email, information systems.

Experts say the need to conduct regular analysis of the adequacy of resources and support systems for students, including the competence of personnel involved, as well as the need to improve the learning environment.

In "Kainar" Academy uses a unified system of library and information support for educational activity. Academy Library, equipped with traditional and electronic catalogs, newsletters, online resources, provides the necessary conditions for the exercise of independent study and research work of students. In addition, students have access to library collections, including - to the general and special literature, periodicals humanitarian and cultural orientation.

Foundation for educational, methodical and scientific literature is 154360 copies of books. Of these, in the Kazakh language is 77098 copies of books.

Provision of instructional literature on electronic and magnetic media disciplines curriculum specialties is 2411 copies.

The information in the context of disciplines partially represented in the system "Platonus" (EMCD, tutorials, presentation material).

Faculty and students at the Academy have the opportunity to work with a licensed full-text database of electronic publications - DEC IPRbooks, which is a certified electronic-library system, recommended for use in educational activities of educational institutions.

JSC "National Center of Scientific and technical information on the contract offered in the on-line access to electronic information resources Web of Science - Web of Science Core Collection Database, Journal Citation Reports, Derwent Innovations Index, Medline, Conference Proceedings.

There is access to the RK National Library electronic resources, the web portal "Әдебиет портал", a unique online resource of works of local and foreign authors, available in Kazakh, Russian, English and Turkish. Network address - <http://adebiportal.kz/>

For users of universities participating RMEB open access to Kazakhstan Virtual Science Library (VNB), which provides an efficient way to search for and access to millions of full-text scientific articles. The site is available for teachers, students, researchers, laboratory workers, innovators in science and technology, working in research institutes and universities.

In Kazakhstan RMEB portal placed in the public domain in the category "Magazines": Scientific journals of the National Academies of Sciences of the Republic of Kazakhstan, the Bulletin of the NAS RK, RK NAS Reports, Proceedings of National Academy of Sciences of Kazakhstan. A series of social sciences and humanities, Heralds of many major universities of Kazakhstan Bulletin KazNPU. Abai Kazakh National Technical University Bulletin, Proceedings of the University KSTU and many others.

Academy "Kainar" produces scientific and educational periodicals: "Bulletin of the University Kaynar" (year 4 numbers) and "Kazakh civilization" (in year 4 numbers). Electronic versions of the journals published by the Academy placed on information and educational portal <http://kainar-edu.kz> publicly available in the category "Science and Innovation".

For the examination of the results of research, graduation papers and master's theses has a program "Anti-plagiarism" of its own design.

Academy provides free access to teachers and students to the WI-FI throughout the territory of the university. All departments, subdivisions, electronic resources halls are connected to the Internet network. In general, scientific library resources and information and communication technologies used in the academy, creating the necessary conditions for preparation for academic studies, independent study and research work of students and teachers.

#### **Strengths:**

- availability of scientific databases, electronic journals and their availability;
- availability of electronic versions of news magazines, personal pages of PPP;
- access to educational Internet resources;
- functioning WI-FI in the territory of the academy.

#### **The Commission recommends:**

- Develop a program to improve the material and technical base of the university.
- Increase the provision of modern equipment and specialized software.
- Provide regular analysis of the adequacy of resources and support systems for students, including the competence of the personnel involved.
- Improve the learning environment by providing technological support for students and teaching staff in accordance with the educational programs (eg, online training, simulation, data analysis program); development of personalized interactive resources (with access and outside the classroom).
- Provide monitoring of the use and development of innovative technologies PPP training, including ICT-based.

*The EEC notes that the 4 criteria of the standard university has a strong position, 6 satisfactory position on 14 positions need to improve.*



## 10) Standard "Information Management and Reporting"

The Academy introduced the following data collection, analysis and management of information on the basis of application of modern information and communication technologies and software:

- Information Management within the official website of the university.
- Management of educational-methodical information within the AIS Platonus. The system provides the following features: managing the academic calendar, the formation of individual plans, accommodation EMCD, the formation of examination sheets, the current testing of students in the classroom.

Website Platonus and provides access to educational resources and support systems for students.

- MIS «TIRKEU», which is formed on the basis of electronic database of the personal files of applicants.

- portal distance learning «Moodle». Currently collects educational and methodological information for distance learning;

- Corporate e-mail domain kainar-edu.kz. Experts note the uselessness of this mail.

- Video portal Distance learning service for the maintenance of video between the employees of the university, videoconferencing.

- Information Library Management System, which includes the library website, the electronic catalog in the "Kabisov" system, access to library resources: RMEB (Republican mezhvuzovkaya electronic library of Kazakhstan), the base of Web of Science Core Collection of data, Journal Citation Reports, Derwent Innovations Index, Medline, Conference Proceedings, licensed full text database of electronic publications - DEC IPRbooks, web portal "Әdebiet portals."

The structure and volume of information collected, sources, frequency, time interval, those responsible for the accuracy and timeliness defined in the internal regulatory documents.

Safety information is provided: unique roles and functions used by IP; the presence of anti-virus software; system administration servers; backup system on the servers; restriction of access of individuals to the room with servers; technical equipment of premises servers to ensure safe operation.

The reporting system includes the annual reports of departments, reports on research and NIRS, the financial statements. Report of the President on the activities of the university and the challenges the team for the upcoming academic year be heard annually at the enlarged meeting of the Academic Council.

Data collection, analysis and information management of the Academy "Kainar" is used to ensure the quality of implementation of the OP. For example, the formation of the consolidated statements of examination, the list of debtors, electronic archive for the session reports are used to analyze the results of the sessions and the decision on the improvement of the educational process.

*However, the Commission notes the lack of a systematic approach to the collection and analysis of internal and external documentation, lack of electronic documents. The university provides little use of modern information and communication technologies for information management, as well as the timeliness and completeness of the information for decision making for improvement.*

*The Commission recommends that the management of OP provide an opportunity to analyze the information to identify and anticipate risks.*

Mechanisms of communication with students, workers and other interested parties include: a survey of students, meetings with management, review of proposals at meetings of the departments, the Rector and the Academic Council of the university. Teachers and students say that the proposals and recommendations of stakeholders resonate in management decisions.

The system of information and feedback aimed at students and professionals, and includes information boards at the departments, the functioning of the official university website in three languages.

*Experts recommend the documentary to provide consent to the students, staff and faculty to the processing of personal data.*



Students and academic staff, employers are involved in data collection and analysis processes through questionnaires, interviews, and making decisions based on them during the sessions of departments, departments of UMC, UMC Academy and the Academic Council of the Academy.

**The Commission recommends:**

- Develop a program management activity information and usage statistics collection and analysis systems based on the results of different activities.
- Ensure greater use of modern information and communication technologies for information management.
- Provide documented consent of students, staff and faculty to the processing of personal data.

*The EEC notes that for all accredited programs on the 9 criteria of the standard high school has a satisfactory position on 11 positions need to improve.*

## 11) Standard "Public Informing"

Information on the activities of the Academy "Kainar" on the implementation of OP is published on the website of the University, local and national media, social networks.

Official page of the University is present in the social network VKontakte (Kainar), Facebook (Kainar), instagram (<https://www.instagram.com/kainaruniversity/>), YouTube website and supported the university administration.

The site of the Academy of "Kainar" reflects the general information about the university, goals and objectives, about the history of the university, licenses for educational activities, the list of specialties, information about PPP Academy. In the lower part of the site is a block of useful links, which includes links to the automated information system «Platonus», portal of distance learning «Moodle», MIS «TIRKEU», AIS «Bagalau», timetables, websites of partner organizations, etc. Dynamic information posted on the website, daily updated upon receipt. The statistical information is updated if necessary.

In order to clarify the state policy in the sphere of education in the site contains only information about the campaign "Pure Session" links on the website of the Office for Youth Policy. Experts point out that PPPs are not familiar with the new version of the State program of education development.

PPP information is available on the university website under "Portal PPP". Personal pages of teachers are presented in the form of blogs and contain information on the position, length of service, educational biographies, awards and prizes, as well as general information about publications and e-mail address. Experts say the need for structuring the teachers pages (for example, alphabetically, by function, etc.) and the implementation of search capabilities.

Feedback on the website is implemented in the form of functioning blog Rector <http://kgu.kz/main/ru/blog-rektora>. As already mentioned, there are no entries in the questions and answers.

*At the same time, on the site of the university there is no information about the expected learning outcomes in educational programs, to confer qualifications for each program, about teaching, learning, assessment procedures, information about the pass rate and the educational opportunities provided to students about graduate employment opportunities available QED and reference guide. No information on the interaction with research / consulting organizations and educational organizations, the final financial statements.*

As a result of questioning the usefulness of the website are completely satisfied with 41% of students in part - 53%.

**The Commission recommends:**

- Increase public awareness of the results of activities of the Academy.
- Provide information to the public, including faculty and students of the country's national development programs and education.
- To provide a more structured approach to the development of the site:

- to develop regulations on the site;
- publishing information about the structural subdivisions of the university;
- ordering and extension faculty directory;
- placement of information about the expected learning outcomes in educational programs, to confer qualifications for each program, about teaching, learning, assessment procedures, information about the pass rate and educational opportunities provided to students;
- publishing information about graduate employment opportunities;
- placement of information on the interaction with research / consulting organizations and educational organizations;
- the publication of questions and answers in the blog of the rector.

*The EEC noted that for all programs accredited by 2 criteria of the standard high school has a satisfactory position on 12 positions need to improve.*



Independent agency for  
accreditation and rating

## (V) RECOMMENDATIONS FOR "KAINAR" ACADEMY

### **The standard "Strategic Development and Quality Assurance"**

- Update the vision, strategy and strategic plan for the development of the academy:
- take into account new strategic directions in the field of education;
- Reflect the individuality and uniqueness of the university in the abovementioned documents;
- Include the assessment of the position of the university in the educational market, a prospective analysis of the development of the education market, risk analysis and prevention mechanisms, analysis of available resources and their adequacy for the implementation of goals;
- Define the mechanism of creating, approving, reviewing and monitoring a strategic plan, to ensure a more active involvement of stakeholders in the process and providing them with information.
- Maintain quality of the academic policies and ensure the quality of the development of culture.
- Ensure development strategy defined in respective documents and ensure its consistency.
- Implement measures to improve the image of the university in the educational market (information on alumni achievements, participation in national events, better interface for the university website, etc.)

### **The standard "Leadership and Management"**

- Ensure the implementation of the process approach in the management of the university (the definition and documentation of business processes, consolidation of responsibility for business processes, identifying inconsistencies and developing corrective action mechanisms).
- Provide risk assessment and identification of ways to mitigate/avoid these risks.
- Improve document quality, ensure unity of paperwork and educational-methodical documentation of the university.
- Provide information on the decisions of the Academic Council of all stakeholders: students and their parents, teaching staff and employers.
- Ensure alignment of strategic and operational planning documents.
- Provide training on the management of the university management programs.
- Implement the possibility of registration of innovative proposals to improve the activities of the university site.

### **The standard "Educational Programs"**

- Determine the mechanism of creating, approving, reviewing and monitoring of educational programs development plans to ensure more active involvement in the processes of stakeholders and informing them.
- Improve the mechanism of internal quality assessment, examination and OP feedback to improve them.
- Define a unified approach to the model education of graduates and provide a review of models of all educational programs.
- Maintain a common format and structure of the modular educational programs of the university.
- Ensure the harmonization of the content of educational programs with leading foreign and Kazakh universities.
- Start the development of joint educational programs and attract research organizations to the educational process.

- Ensure the standard "Students-centered learning, teaching and assessment of learning outcomes"
- Conduct systematic research on the study and implementation of innovative methods of teaching disciplines.
  - Develop measures aimed at creating a feedback system to use different methods of teaching and knowledge quality control.
  - Intensify work on the adoption on the basis of the feedback of the results with the students and making assessments of their satisfaction.
  - To organize systematic monitoring of promotion enrolled in the educational trajectory at various stages of the educational process.

#### **The standard "Students"**

- Develop professional orientation program to attract foreign students.
- Organize systematic monitoring of information on the academic achievements of students and decision-making in the framework of the follow-up on them.
- Provide the opportunity for professional certification of students.
- Develop activities to attract students of the Academy "Kainar" to the scientific and research work, contractual activities, as well as to participate in international competitions.
- Empower external and internal mobility for students at the Academy "Kainar".
- Strengthen the work of the Alumni Association and to take measures to enhance the role of the Association in the development and management of educational programs.
- Improve the mechanism of support for gifted students.

#### **The standard "Teaching Staff"**

- Develop and implement a set of measures to change the role of the teacher academy in connection with the transition to students-centered training.
  - Provide a systematic approach to monitoring and evaluating the competence of teachers, improve the efficiency rating PPP evaluation system.
  - Improve the system of incentives for professional and personal development of faculty and staff, provide opportunities:
    - Support the research activities of faculty and the implementation of research results in the educational process;
    - Attract and develop young teachers;
    - Assess PPP satisfaction;
    - Enhance the role of rating PPP evaluation system;
    - Support faculty research publications in top scientific journals.
    - Increase the level of IT competence PPP, the application of innovative methods and forms of education.
    - Enhance the use of information and communication technologies in the educational process.
    - Improve the faculty academic mobility and the pace of attracting foreign and local teachers to conduct joint research in the implementation of educational programs.

#### **The standard "Research Work"**

- Develop an effective mechanism to attract, encourage and motivate faculty research activities and students.
  - Organize multidisciplinary research.
  - Provide comprehensive measures to promote and conduct joint research with foreign scientists.

- Organize the systematic collection and analysis of information on implemented and ongoing research activities.

#### **The standard “Finance”**

- Implement the internal audit system and to ensure the readiness for the independent financial audit.
- Ensure the transparency of the budget allocation.
- Develop a financial risk assessment mechanism for the university and the formation of alternative development scenarios.

#### **The standard "Educational Resources and Student Support System"**

- Develop a program to improve the material and technical base of the university.
- Increase the provision of modern equipment and specialized software.
- Provide regular analysis of the adequacy of resources and support systems for students, including the competence of the personnel involved.
- Improve the learning environment by providing technological support to students and teaching staff in accordance with the educational programs (eg, online training, simulation, data analysis program); development of personalized interactive resources (with access inside and outside the classroom).
- Provide monitoring of the use and development of innovative technologies PPP training, including ICT-based.

#### **The standard "Information Management"**

- Develop a program management activity information and usage statistics collection and analysis systems based on the results of different activities.
- Ensure greater use of modern information and communication technologies for information management.
- Provide documented consent of students, staff and faculty for processing personal data.

#### **The standard "Public Informing"**

- Increase public awareness of activities of the Academy.
- Provide information to the public, including the staff and the students of the country's national development programs and education.
- Provide a more structured approach to the development of the website.
- Develop a positioning of the website.
- Publish information about the structural subdivisions of the university.
- Ensure ordering of extension numbers in the faculty directory.
- Provide information about the expected learning outcomes of educational programs, qualifications for each program, teaching, learning, assessment procedures, information about the access rates and educational opportunities provided to students.
- Publish information about graduate employment opportunities.
- Sharing information on the interaction with researching/consulting organizations and educational organizations.
- Publish questions and answers in the blog of the rector.



## (VI) PARAMETERS OF THE INSTITUTIONAL PROFILE

№	№	Evaluation Criteria	Position of the educational organization			
			Strong	Satisfactory	Needs improving	Unsatisfactory
<b>Standard ‘Strategic Development and Quality Assurance’</b>						
1	1.	The university demonstrates the development of its mission, vision and strategy based on the analysis of external and internal factors, including analysis of the university’s real condition and availability of resources.			+	
2	2.	The university defines and applies the appropriate tools to analyze the external factors.		+		
3	3.	The university should demonstrate that the mission, vision and strategy are developed to meet the needs of the state, society, sectors of real economy, potential employers, students and other stakeholders.		+		
4	4.	The university should demonstrate the individuality and uniqueness of its vision and mission			+	
5	5.	The vision, mission and strategy of the university should be consistent.			+	
6	6.	The university should demonstrate consistency of the vision, mission and strategy with national priorities, development plans and policies in the education sector.			+	
		<i>The strategy of the university includes:</i>				
7	7.	evaluation of the university position in the educational market;			+	
8	8.	analysis of the university status, including the analysis of available resources and their adequacy for the realization of the set goals;		+		
9	9.	prospective analysis of the education market development;			+	
10	10.	priorities of the university;		+		
11	11.	risk analysis and prevention mechanisms.			+	
12	12.	The university should involve representatives of stakeholder groups such as students, the faculty and employers in the formation of its mission, vision and strategy and ensure stakeholders’ representativeness.			+	
13	13.	The university should demonstrate transparency in the process of formation of its mission, vision and strategy.		+		
14	14.	The university informs stakeholders about its mission and strategy.		+		
15	15.	The university should determine the mechanisms of formation and regular review of the mission, vision and strategy and monitor their implementation.			+	
16	16.	The university systematically collects and analyzes information and conducts self-assessment in all areas to evaluate the success of the university strategy implementation.			+	
17	17.	The university carries out strategic, tactical and operational planning and resource allocation in accordance with the vision, mission and strategy.		+		
18	18.	On the basis of the strategy the university develops specifying documents for particular activities and processes (plans, programs, regulations, etc.).		+		
19	19.	The university should have a published policy of quality assurance.			+	
20	20.	The quality assurance policy should reflect the link between research, teaching and learning.			+	
21	21.	The university should demonstrate development of quality assurance culture.			+	

22	22.	The university should seek to ensure that the progress made since the last external quality assurance procedure is taken into account when preparing for the next procedure.			+	
<b>Total for the standard</b>				<b>8</b>	<b>14</b>	
<b>Standard 'Leadership and Management'</b>						
<i>The university management should include:</i>						
23	1.	performance management through processes;			+	
24	2.	risk assessment and identifying the ways of the risk reduction;			+	
25	3.	planning, development and continuous improvement mechanisms;			+	
26	4.	assessment of the performance and effectiveness of departments and their interaction;			+	
27	5.	monitoring and creating reports of the results to determine the dynamics in the activities and plan implementation;			+	
28	6.	decision-making based on facts;		+		
29	7.	analysis of the identified inconsistencies and implementation of developed corrective and preventive actions;			+	
30	8.	analysis of the effectiveness of the changes.			+	
31	9.	The university should ensure consistency of organizational, functional and staff structures with the development strategy of the university.		+		
32	10.	The university should provide the documents on its organizational structure and management.		+		
33	11.	The university should document all the key business processes.			+	
34	12.	The university should demonstrate a clear definition of responsibilities for the business processes, a clear distribution of duties between the staff and differentiation of the collegial bodies' functions.			+	
35	13.	The university should establish the frequency, forms and methods of collegial bodies' and senior management departments' evaluation.		+		
36	14.	The university should demonstrate its cooperation with other institutions of higher education and experience exchange.		+		
37	15.	The university should provide the management of educational process through the assessment of individual educational programs and their effectiveness.			+	
38	16.	The university demonstrates the development of annual action plans by the departments and the faculty on the basis of the university development strategy.			+	
39	17.	The university should demonstrate successful functioning of internal quality assurance systems, their design, management, monitoring of business processes and improvement.			+	
40	18.	Commitment to quality assurance should relate to any activity carried out by contractors and partners (outsourcing).			+	
41	19.	The university should demonstrate information systems and databases used for management.			+	
42	20.	An important factor is the use of the Internet for informing, the availability of the portal and / or Internet site containing information on the processes of planning and evaluation of their effectiveness for students, the staff and the public.		+		
43	21.	The university should provide evidence of university management system transparency.		+		
44	22.	The university should ensure the participation of students and the faculty in the collective management bodies.		+		
45	23.	The university should assess the degree of needs satisfaction of the faculty, staff and students, and demonstrate the proof of corrective actions.		+		

46	24.	The university should demonstrate the openness and accessibility of leaders and administration to students, the faculty and parents (blogs on the website of the university, the official reception hours on personal questions, e-mail communication, etc.).	+			
47	25.	The university should have the communication channel through which any stakeholder can make innovative proposals to the administrative or collegial bodies on the improvement of the activities. The university should demonstrate examples of the analysis of these proposals and their implementation.			+	
48	26.	The university should provide training of the leaders (rector, vice-rectors, deans, heads of departments, EP leaders) according to the program of education management.			+	
<b>Итого по стандарту</b>			1	9	16	
<b>Standard 'Educational Programs'</b>						
49	1.	The university should provide a mechanism of internal evaluation of the quality and expertise of educational programs and feedback for their improvement.			+	
50	2.	The university should define and document the procedures of EP quality evaluation and improvement.		+		
51	3.	The qualification obtained on completion of the educational program should be clearly defined, explained and meet a certain level of NSC.		+		
52	4.	The university should demonstrate developed models of educational program graduate, including knowledge, skills, competencies and personal qualities.			+	
53	5.	The university should define the mechanisms to guarantee that every graduate will achieve learning outcomes.		+		
54	6.	The university should determine the impact of courses and internships on the formation of graduates' professional competence.		+		
55	7.	The university should provide evidence of participation of the faculty in the development, management and quality insurance of academic educational programs.		+		
56	8.	The university should provide evidence of the participation of employers in the development and revision of academic educational programs.			+	
57	9.	The workload of the EP should be clearly defined in Kazakhstan credits and ECTS.			+	
58	10.	The university should define the content, scope and logic of constructing individual educational trajectory of students.			+	
59	11.	The university should provide the completeness of learning outcomes achievement and their compliance with the requirements of the training level and professional community.		+		
60	12.	The university should demonstrate the continuity of the content of educational programs at different levels (undergraduate – masters - doctorate, additional education), including the logic of academic disciplines relationship, consistency and continuity.		+		
61	13.	The university should demonstrate the logic of curricula and EP formation and the reasons for choosing one or another course for the curriculum and assigning it the status of post- or pre-requisite.		+		
62	14.	The university should ensure consistency of a course title and content with relevant areas of study in science / society, etc. The university should demonstrate an effective balance between the theoretical and practice-oriented courses with the orientation on solving current problems of the economy.		+		
63	15.	The university should provide the consistency of the courses' content and learning outcomes with the level of education (Bachelor, Master, Doctorate).		+		
64	16.	The list of courses and their contents should be available to students.		+		

65	17.	The university should conduct monitoring and periodic evaluation of programs to ensure they achieve their goals and meet the needs of students and society. The results of these processes should lead to continuous improvement of the programs.			+	
66	18.	All stakeholders should be informed of any planned or taken actions in respect of educational programs.			+	
67	19.	The important factor is to harmonize the content of educational programs with the educational programs of leading foreign and Kazakhstani universities.			+	
68	20.	The educational structure of the program should provide a variety of activities related to learning outcomes.		+		
69	21.	The university should provide the annual revision of the content of curricula and training programs, taking into account changes in the labor market, employers' requirements and social demands of society.		+		
70	22.	The university should demonstrate the effectiveness of the organization and conduct of professional practice.		+		
71	23.	An important factor is the presence of joint educational programs with foreign educational institutions.			+	
72	24.	An important factor is the involvement of research organizations in the educational process.			+	
<b>Total for the standard</b>				14	10	
<b>Standard 'Student-Centered Learning, Teaching and Progress Evaluation'</b>						
73	1.	The university should provide equal opportunities to students, including regardless of the language of instruction on the formation of individual educational programs aimed at the formation of professional competence.		+		
74	2.	The university should demonstrate the use of the benefits of individual characteristics, needs and cultural experience of students in the implementation of EP.		+		
75	3.	The university should provide the implementation and effectiveness of active and innovative learning methods.			+	
76	4.	The university should conduct research in academic disciplines teaching methodology.			+	
77	5.	The university should demonstrate that the feedback system on the use of different methods of teaching and knowledge control.		+		
78	6.	With the implementation of the educational program should be monitored independent work of the student and the adequate evaluation of its results.		+		
79	7.	The university must conduct a comprehensive monitoring of students' satisfaction.		+		
80	8.	The university should demonstrate acceptance on the basis of the feedback of the results with the students and making assessments of their satisfaction.			+	
81	9.	The university should demonstrate that the progress monitoring of students on educational trajectory and achievements of students.			+	
82	10.	The university should ensure the transparency and objectivity of the mechanism of assessment of learning outcomes, including appeal.		+		
83	11.	The university should ensure consistency level of students' knowledge assessment procedures planned learning outcomes and program objectives. The criteria and methods of assessment should be published in advance.		+		
<b>Total for the standard</b>				7	4	
<b>Standard 'Students'</b>						

84	1.	The university should demonstrate a policy of forming the contingent of students from admission to release and ensure the transparency of its procedures. The procedures governing the life cycle of students (from receipt to completion) must be defined, approved, published.		+		
85	2.	Admission and enrollment in the educational program must be accompanied by an introductory course that contains information about the organization of education and specific education program.		+		
86	3.	The university must provide the special adaptation and support program for foreign students.			+	
87	4.	The university should demonstrate the conformity of its actions the Lisbon Recognition Convention.		+		
88	5.	The university should cooperate with other organizations and national education centers "of the European Network of National Information Centres on academic recognition and mobility / National Academic Recognition Information Centres» ENIC / NARIC to ensure a comparable recognition of qualifications.		+		
89	6.	The university should demonstrate the existence and effectiveness of the mechanism for the recognition of the results of academic mobility of students, as well as additional results of formal and informal learning.		+		
90	7.	The university should demonstrate the process of collecting and monitoring of information on the academic achievements of students and decision-making in the framework of the follow-up on them.			+	
91	8.	The university should demonstrate awareness of the main roles (professional, social) students based on learning outcomes.		+		
92	9.	An important factor is the ability of students for professional certification.			+	
93	10.	An important factor is the involvement of students in research work and consulting.			+	
94	11.	The university should provide an opportunity for internal and external mobility of students and assist them in obtaining external grants for training.			+	
95	12.	The university should provide graduates of the documents confirming the qualification, including learning outcomes achieved, as well as the context, content and status of education and a certificate of its completion.		+		
96	13.	The university should make the maximum amount of effort to ensure the employment of graduates, alumni liaison.		+		
97	14.	The important factor is to monitor the employment and professional activity of graduates.		+		
98	15.	The university should actively encourage students to self-education and development is the main program (extracurricular activities).		+		
99	16.	The university should provide students the opportunity for exchange and expression - for example, through the Internet forum of student organizations.			+	
100	17.	The university should demonstrate the operation of the feedback system support for students, including the prompt submission of information on the results of assessment of students.			+	
101	18.	An important factor is the availability of existing associations / associations of graduates.			+	
102	19.	An important factor is the availability of a mechanism to support gifted students.			+	
<b>Total for the standard</b>				10	9	
<b>Standard 'The faculty'</b>						
103	1.	The university should have an objective and transparent staff policy, including recruitment, professional growth and development, ensuring the professional competence of all staff.			+	



104	2.	The university should demonstrate compliance of human resource capacity and the faculty with development strategy of the university.			+	
105	3.	The university should ensure consistency teaching staff qualification requirements, and the level of specificity of the educational program.			+	
106	4.	The university should demonstrate awareness of responsibility for its employees and providing them favorable conditions of work.		+		
107	5.	The university should demonstrate the changing role of the teacher in connection with the transition to student centered training.			+	
108	6.	The university shall determine the faculty contribution to the implementation of the university's development strategy, and other strategic documents.		+		
109	7.	The university should demonstrate to the public availability of information on the faculty, including the faculty directories, posting profiles on the university website.		+		
110	8.	The university should provide the transparency of all personnel procedures.		+		
111	9.	The university should provide monitoring of the faculty activity, a systematic assessment of the competence of teachers, a comprehensive assessment of the quality of teaching, including the assessment of satisfaction of students.			+	
112	10.	The university should provide the completeness and adequacy of individual work planning of the faculty for all types of activities, performance monitoring and the effectiveness of individual plans, to demonstrate proof of performance of teachers of all types of planned load.		+		
113	11.	The university should demonstrate support for research activities of faculty, providing a link between research and teaching.			+	
114	12.	The university should demonstrate compliance with training, professional and personal development of faculty development strategy.		+		
115	13.	The university must attract to teaching professionals, with expertise in the relevant industry.			+	
116	14.	The university should provide targeted action for the development of young teachers.			+	
117	15.	The university shall ensure that a system of incentives for professional and personal development of faculty and staff.			+	
118	16.	The university should provide the monitoring the faculty satisfaction.			+	
119	17.	The university should demonstrate the faculty involvement in practical activities in the field of specialization on a permanent basis.		+		
120	18.	The university should demonstrate IT competence of the faculty, the use of innovative methods and forms of education.			+	
121	19.	An important factor is the active use of information and communication technologies in the educational process (for example, on-line learning, e-portfolio, MEP etc.).			+	
122	20.	An important factor is the development of academic mobility; attracting the best foreign and domestic lecturers, joint research.			+	
123	21.	An important factor is the involvement of the educational process known scientists, public and political figures, and distinguished figures.		+		
124	22.	An important factor is the faculty participation in society (the faculty role in the education system, in the development of science in the region, creating a cultural environment, participation in exhibitions, creative competitions, charity programs, etc.).		+		
<b>Total for the standard</b>				9	13	
<b>Standard 'Research work'</b>						
125	1.	The university should demonstrate compliance with the priorities of the research work of the national policy in the sphere of education, science and innovation development.		+		

126	2.	The university should ensure consistency of research activities with mission and strategy of the university.		+		
127	3.	The university should carry out planning and monitoring of research performance.			+	
128	4.	The university should create conditions for the development of various research teams.			+	
129	5.	The university, where applicable, should provide the involvement of students to carry out research projects.			+	
130	6.	The university should demonstrate that the process of attracting students to research activities.			+	
131	7.	The university should demonstrate facilitate the presentation of scientific faculty positions and students on scientific grounds, including participation in scientific conferences and competitions, publications in journals.			+	
132	8.	University should seek to engage in a regular structure and / or research, leading scholars and practitioners.		+		
133	9.	The university should promote the implementation of research results, including consulting and commercialization.			+	
134	10.	The university should promote research in collaboration with foreign scientists.		+		
135	11.	The university should promote the recognition of the results of research work, including registration of research projects at the National Center for Scientific and Technical Information, registration of patents and copyright certificates.		+		
136	12.	The university must seek to conduct joint ventures with foreign universities research.		+		
137	13.	The university must seek to conduct multidisciplinary research.			+	
138	14.	The university should strive to use different forms of funding of research activities. For example, the use of funds of various scientific funds, funds of founders, funds of economic entities, local budgets, funds of economic agreements and international research grants.			+	
139	15.	The university should encourage research and development, using various forms of motivation.			+	
140	16.	University should facilitate the publication of research results of students.			+	
141	17.	The university must seek to participate in international, national and regional professional alliances, associations, etc., as well as their activities.			+	
142	18.	The university should provide the collection and analysis of information on Implemented and ongoing research activities.			+	
143	19.	The university should provide mechanisms for evaluating ongoing research.			+	
144	20.	The university should promote all the necessary information in the relevant fields of science.		+		
<b>Total for the standard</b>				7	13	
<b>Standard 'Finance'</b>						
145	1.	The university should demonstrate the consistency of the strategy and management of financial flows in high school.		+		
146	2.	The university should demonstrate the operational and strategic planning of the university budget.		+		
147	3.	The university should demonstrate the existence of a formal policy of financial management, including financial statements.		+		
148	4.	The university should demonstrate that the internal audit system.			+	
149	5.	The university should demonstrate conduct an external independent audit.			+	

150	6.	The university has to prove its financial stability.		+		
151	7.	The university should generate alternative scenarios for the development on the basis of an annual risk assessment, including the formation of strategic and operational budgets.			+	
152	8.	The university must be a mechanism for evaluating the adequacy of the financial provision of various types of university activities, including strategy of development of the university, educational programs, development of research projects.			+	
153	9.	The university should provide the transparency of budget allocation and its effectiveness.			+	
154	10.	An important factor is the availability of units and project teams of the university's own funds and the rights to dispose of them.		+		
<b>Total for the standard</b>				5	5	
<b>Standard "Educational Resources and Student Support Systems"</b>						
		<i>The university should demonstrate the adequacy of the logistic and infrastructure:</i>				
155	1.	the required number of classrooms equipped with modern means of training: teaching and research laboratories, today's training ground, technology parks, with modern equipment, relevant educational programs implemented, the sanitary-epidemiological norms and requirements;			+	
156	2.	the required number of computer classes, reading rooms, multimedia, language laboratories and scientific-methodical offices, the number of seats in them.			+	
157	3.	The university should demonstrate that procedures to support the various groups of students, including information and counseling.		+		
158	4.	The university should provide the existence and effective functioning focused on students, staff and stakeholders of information and feedback system.		+		
159	5.	The university should demonstrate conduct regular analysis of the adequacy of resources and support systems for students, including the competence of the personnel involved.			+	
		<i>The university should create a learning environment that reflects the specifics of the educational programs, which include:</i>				
160	6.	technological support students and teachers according to educational programs (eg, online training, simulation, database, data analysis program);			+	
161	7.	personalized interactive resources (with access and outside the classroom), including teaching materials and tasks, ensuring the possibility of self-test of students' knowledge through remote access to the portal (website) of the university;			+	
162	8.	academic advising to help students in the planning and development of educational programs;		+		
163	9.	career guidance, assistance in choosing and achieving career paths;			+	
164	10.	book fund, including fund of educational, methodical and scientific literature in general, the basic and main subjects on paper and electronic media, periodicals, in the context of learning languages;			+	
165	11.	structured information sectional disciplines. For example, presentation materials, videos, lecture notes, compulsory and additional literature, practical tasks, etc. ;			+	
166	12.	availability of scientific databases, electronic journals and their availability;	+			

167	13.	availability of electronic versions of news magazines;	+			
168	14.	examination of the results of research, final papers, theses for plagiarism;		+		
169	15.	access to educational Internet resources,	+			
170	16.	WI-FI functioning in the territory of the organization of education.	+			
171	17.	The university should ensure that the copyright holder when placing textbooks and educational software in the public do main		+		
172	18.	The university is committed to the use of open educational resources, including massive online open courses in the educational process.			+	
173	19.	The university is committed to ensuring that the training equipment and software used for the development of educational programs, were similar to those used in the relevant sectors.			+	
174	20.	The university should provide compliance with the safety requirements in the learning process.			+	
175	21.	The university should create the conditions for the involvement of students in research activities, including the integration of its labor intensity.			+	
176	22.	The university should monitor the use and development of innovative technologies the faculty training, including ICT-based.			+	
177	23.	The university should create a special program to support processes incoming and outgoing mobility, including foreign students adaptation program (if any foreign students).			+	
178	24.	The university strives to create conditions for students with special needs.		+		
<b>Total for the standard</b>			<b>4</b>	<b>6</b>	<b>14</b>	
<b>Standard 'Information Management and Reporting'</b>						
179	1.	The university should be a system of collection and analysis of internal and external statistical data to make informed decisions.		+		
180	2.	The university should ensure the functioning of data collection, analysis and management of information through the use of modern information and communication technologies and software.			+	
181	3.	Data collection, analysis and management of information should be used to improve the internal quality assurance system.			+	
182	4.	The university should be a system of regular reporting.		+		
183	5.	The university should carry out the assessment in the context of activities and generate reports.		+		
184	6.	The university determines the amount and structure of periodically updated information and the persons responsible for the accuracy and timeliness of in accordance with the development strategy of the university.			+	
185	7.	The university should demonstrate the use of various forms and methods of processing, evaluation and analysis of information.			+	
186	8.	The university should ensure the protection of information and its preservation.		+		
187	9.	The university should strive to ensure the possibility of checking the data and use the information from alternative sources.			+	
188	10.	The university should demonstrate that the mechanism of communication with the students, employees and other stakeholders, including the existence of mechanisms to resolve conflicts of interest and relations.		+		
189	11.	The university must evaluate the effectiveness and efficiency of the institution and implementation of OP, as well as identify opportunities for quality improvement.			+	

		<i>Information collected and analyzed education institutions should take into account:</i>				
190	12.	key performance indicators;			+	
191	13.	the dynamics of a contingent of students in the context of forms and types;			+	
192	14.	level of academic performance, student achievement and deduction;		+		
193	15.	satisfaction of students and the quality of implementation of the EP training in high school;		+		
194	16.	availability of educational resources and support systems for students;		+		
195	17.	employment and career development of graduates.		+		
196	18.	The university must provide the ability to analyze the information to identify and anticipate risks.			+	
197	19.	Students, staff and faculty should document their consent to the processing of personal data.			+	
198	20.	An important factor is the involvement of students, staff and faculty in the process of collecting and analyzing information, as well as the adoption of the decisions based on them.			+	
<b>Total for the standard</b>				9	11	
<b>Standard "Informing the Public"</b>						
199	1.	The university is required to publish information on its activities in general and the implementation of educational programs. This information must be clear, accurate, objective, relevant and accessible.			+	
		<i>The published information should include the university:</i>				
200	2.	implemented the program, with an indication of the expected learning outcomes for these programs,			+	
201	3.	assigned qualifications,			+	
202	4.	information about teaching, learning, assessment procedures,			+	
203	5.	information about the pass rate and educational opportunities provided to students,			+	
204	6.	information on graduate employment opportunities.			+	
205	7.	University management should use a variety of ways to disseminate information, including information network to inform the general public and interested parties.		+		
206	8.	Public awareness should provide support and clarification of national programs for the country's development and higher and postgraduate education system.			+	
207	9.	The university is required to publish on their own web-site of the audited financial statements.			+	
		<i>The university should demonstrate reflection on a web resource of information that characterizes the university in general and in the context of educational programs, having the following characteristics:</i>				
208	10.	placement of information on the activities of the university and specific education programs,			+	
209	11.	availability of adequate and objective information on the faculty, in the context of personalities;		+		
210	12.	placement of information on the interaction with research / consulting organizations and educational organizations;			+	
211	13.	placement of information and links to external resources of the external evaluation procedures.			+	
212	14.	An important factor is the participation of the university and implemented educational programs in a variety of procedures for			+	



		external evaluation, including ratings and rankings.				
		<b>Total for the standard</b>		<b>2</b>	<b>12</b>	
		<b>TOTAL</b>	<b>5</b>	<b>86</b>	<b>121</b>	



Independent agency for  
accreditation and rating