



«АККРЕДИТТЕУ ЖӘНЕ РЕЙТИНГТІҢ
ТӘУЕЛСІЗ АГЕНТТІГІ» КЕМ

НУ «НЕЗАВИСИМОЕ АГЕНТСТВО
АККРЕДИТАЦИИ И РЕЙТИНГА»

INDEPENDENT AGENCY FOR
ACCREDITATION AND RATING

REPORT

**on the results of external expert evaluation committee work for compliance
with the requirements of institutional accreditation standards of additional
education Limited Liability Partnership
“Regional Postgraduate Medical Institute” Shymkent
in the period from January 17 to 18, 2019**

INDEPENDENT ACCREDITATION AND RATING AGENCY
External expert commission

*Addressed
to the IAAR
Accreditation Council*



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(I) LIST OF SYMBOLS AND ABBREVIATIONS

SCES - State Compulsory Educational Standard
MI - Medical institutions
SVE - Supplementary Vocational Education
WC - Working curricula
WC - Working curriculum
MC - Model curricula
MC - Model curriculum
CS - Course schedule
QMS - Quality management system
AA - Academic affairs
PI - Professional internship
SC - School curriculum
SIW - Students' Individual Work
TP - Training package
TM - Teaching materials
PD - Professional development
PR - Professional retraining
ICT - Information and communication technology
ATS - Academic teaching staff
TS - Teaching staff
CPD - Continuous professional development
EO - Educational organization



(II) INTRODUCTION

In accordance with the order of the IAAR No. 4 -19-OD dated January 7, 2019, an external expert commission (EEC) visited the Regional Postgraduate Medical Institute (additional education) from January 17 to 18, 2019. . The assessment of the compliance of the report and the submitted data of the organization of additional education with the standards of institutional accreditation of the IAAR (dated September 2, 2015, No 19-15-OD, first edition) was carried out:

EEC staff:

1. Chairman of the Commission - Nurzhamal Zhenisovna Jardemalieva, Ph.D., Dean of the International Medical Faculty of JSC "National Medical University" named after S.D. Asfendiyarov (Almaty);
2. Foreign expert - Ion Bologan, MD, PhD, State University of Medicine and Pharmacy named after N. Testemitanu (Chisinau, Moldova);
3. Expert - Vladimir Nikolaevich Kosov, Doctor of Physical and Mathematical Sciences, Professor, Kazakh National Pedagogical University named after Abay (Almaty); Абая (г. Алматы);
4. Attendee-Employer - Khadisha Derbisovna Alzhanova, PHARM-PROFI LLP (Shymkent);
5. Observer from the Agency - Bekenova Dinara Kairbekovna, Project Manager for Accreditation of VET Organizations of the IAAR (Astana).



(III) REPRESENTATION OF THE EDUCATION ORGANIZATION

Regional Institute of Postgraduate Medical Training LLP (hereinafter - RIPMT LLP) was opened in order to meet the needs of individuals and organizations in highly qualified medical and pharmaceutical specialties, through advanced training with the provision of theoretical and practical skills development, as well as complete information changes in the legislation of the Republic of Kazakhstan, and the development of other types of statutory activities, such as consulting services in the field of medical and pharmaceutical activities, medical and financial audit, the opening of courses and educational institutions.

RIPMT LLP was founded on July 01, 2015 by the decision of the sole founder Nishankulov Kairat Alibayevich. The activities of RIPMT LLP are carried out on the basis of the Charter of RIPMT LLP (dated June 22, 2015) and in accordance with the Strategic Development Plan of RIPMT LLP for 2016-2020. (approved by the Methodological Council on January 18, 2016), which states the mission, vision, goals and objectives of RIPMT LLP, reflecting the role of this educational institution in ensuring the socio-economic well-being and development of the healthy population of the country.

At present, RIPMT LLP is working on preparing amendments to this Strategic Plan, taking into account:

- Strategic development plan of the Republic of Kazakhstan until 2025, Decree of the President of the Republic of Kazakhstan N.A. Nazarbayev No. 636 dated February 15, 2018; Назарбаева № 636 от 15.02.2018 г.;
- amendments and additions dated July 4, 2018, introduced into the Law of the Republic of Kazakhstan "On Education" dated July 27, 2007 No. 319-III;
- Resolution of the Government of the Republic of Kazakhstan dated December 12, 2017 No. 827 "On approval of the State Program" Digital Kazakhstan ";
- The program article of the Head of State N.A. Nazarbayev "Looking into the future: modernization of public consciousness".

The main efforts of RIPMT LLP are carried out on the basis of order No. 691 of the Ministry of Health of the Republic of Kazakhstan, dated November 11, 2009. They are focused on new directions for improving the system of extended education (advanced training, retraining), the introduction of distance learning technology, which has led to an increase in the number of students in distance learning; increasing the degree of academic degree holders rate of the employed teaching staff (in 2016 - graduated teachers were 52.4%, in 2017 - 52.6%, in 2018 - 57.7%); strengthening the material and technical base, creating conditions for high-quality educational and methodological support; implementation of integrated curricula.

Table 1. LIST OF EDUCATIONAL PROGRAMS

No.	Specialty name
	Medicine
1	Surgical specialties
2	Specialties of a therapeutic profile
3	Dental specialties
	Pharmacy
4	Pharmaceutical specialties
5	Specialties of nursing staff

RIPMT LLP is constantly working to expand international relations, in particular, negotiations are underway to conclude agreements on cooperation. Thus, in 2017, agreements on cooperation and partnership were concluded with such educational and healthcare organizations as: Crisis Research Center JSC, Kaunas, Lithuania; in 2018 - with the Novosibirsk State Medical University Federal State Budgetary Educational Institution of Higher Education, Novosibirsk,

Russia; Medical center "Samsung", Seoul, South Korea, etc.

For the maintenance and functioning of all activities and planned processes, the coherence and efficiency of the work of the RIPMT LLP employees play a decisive role. They are determined by a high level of professionalism and corporate responsibility of the personnel and are improved in the form of management and employees passing various seminars, master classes, participating in various republican and international conferences, conducting management training for all employees at the expense of RIPMT LLP.

RIPMT LLP makes an invaluable contribution to the system of extended education in the region and continues to receive public recognition. The high quality of the organization is confirmed by various levels of recognition at the local and republican levels. Based on the results of his work, there are letters of thanks from customers of educational services who expressed gratitude to RIPMT LLP:

- "Tashkent Institute of Doctors Improvement", Tashkent;
- Clinic DauMed LLP, Shymkent;
- RSE on REM "National Center of Expertise" Committee of Public Health of the Ministry of Health of the Republic of Kazakhstan "Disinfection Center" for the Turkestan region and other health organizations.

The current policy of RIPMT LLP is aimed at the formation of a competitive specialist in the field of healthcare, including the assimilation of universal values.

(IV) DESCRIPTION OF THE EEC VISIT

The work of the EEC was carried out on the basis of the visit program of the expert commission on institutional and specialized accreditation of educational programs at the Regional Institute of Postgraduate Medical Training LLP from January 17 to January 18, 2019.

To obtain objective information about the quality of educational programs and the entire infrastructure of the LLP, to clarify the content of self-assessment reports, meetings were held: with the founder, director, methodologists, office manager, accountant, teachers, students.

Table - Information on the number and categories of meeting participants

<i>Participant category</i>	<i>Number of participants</i>
Founder	1
Director	1
Methodist	2
Office Manager	1
Accountant	1
Teachers	16
Attendees	40
Total	62

1. In the process of work of the EEC, a visual inspection of the LLP infrastructure was carried out, a simulation room for the provision of emergency medical care was created for training students, where training simulation equipment is used: a medical simulator for teaching cardiopulmonary resuscitation, a dummy for teaching first aid to a child, a dummy - medical simulator for training tracheostomy and tracheal intubation, model of traumatic injuries of the upper and lower extremities, model - simulator for training intravenous injections, model - simulator for training intramuscular injections, etc. Also, the documentation of the meetings of the Methodological Council and the accounting department was studied.

2. The quality of education is determined by a number of indicators, among which the main place is occupied by the quality of educational resources, namely, training resources and support of

Attendees. To conduct educational and professional practice, RIPMT LLP currently has a modern material and technical base in several health care facilities. There are agreements on joint activities for all Projects in the field of health care with 10 clinical bases: Regional Children's Hospital, Regional Derma Venereological Dispensary, Regional Perinatal Center No. 1, Regional Perinatal Center No. 4, Regional Clinical Hospital, Regional Endocrinological Dispensary, Regional Blood Center, Clinic "DauMed", Clinic "Symbat Nur", dental clinic of IE "Nyshankulov" protocol No. 1 dated January 4, 2016. The composition and content of the resources of RIPMT LLP provides the conditions necessary for the provision of quality educational services.

Social partnership in the field of medical education is aimed at bringing the level of training to the needs of employers, strengthening relations between RIPMT LLP and medical organizations.

In order to strengthen and develop social partnership with medical organizations and RIPMT LLP, certain joint work is being carried out in the following areas: forecasting the training of qualified specialists, a patient-centered approach to training, improving the relationship between the educational institution and the medical institution. In the established practice, such forms of cooperation are often used as practical training of students in real workplaces, joint events, and distance learning.

Doctors, nurses, cycle teacher Kamaeva Olga Viktorovna (lecturer of the Department of Medical Rehabilitation and AFC, First St. Petersburg State Medical University named after Academician. I.P. Pavlov, physical therapist, occupational therapist (St. Petersburg State Medical Academy and the Swedish Association of Ergotherapists). During the conversation, it was revealed that they are satisfied with the knowledge of the students of RIPMT LLP, the administration of the indicated MOs works in close contact with RIPMT LLP.

The introduced elements of dual education allow treatment centers to become active and full participants in the educational process, influencing the content of education, and RIPMT LLP - to influence the quality of medical care for the population.

An interview was conducted with graduate students, who successfully work in different departments and are grateful to the teaching staff for the knowledge gained and adequate clinical experience acquired in the course of training at RIPMT LLP.

The members of the EEC analyzed educational and methodological materials on the conducted cycles. The analysis showed that teachers have the teaching materials of the approved work programs, actively use ICT.

In general, all work programs have been developed at a sufficient methodological level using the latest novelties of domestic and foreign literature.

(V) DESCRIPTION OF THE PREVIOUS ACCREDITATION PROCEDURE

RIPMT LLP are accredited in the IAAR for the first time.

(VI) COMPLIANCE WITH INSTITUTIONAL ACCREDITATION STANDARDS

6.1. Standard «Strategic development and quality assurance»

Evidential part

RIPMT LLP provides high-quality educational services in the areas of advanced training and retraining of competitive specialists.

The mission of RIPMT LLP is the formation of a socially oriented learning environment that retrains highly qualified medical and pharmaceutical specialists through their continuous professional development (advanced training, retraining) in a dynamically developing healthcare system.

The mission of RIPMT LLP is determined according to the national concept of creating a healthy Kazakhstani society and is the basis for building a quality management system and approved by the Methodological Council on January 18, 2019.

RIPMT LLP vision: effective education system of RIPMT LLP is aimed at improving the professional level of medical and pharmaceutical personnel in the system of continuing professional education.

In realizing its mission and vision, RIPMT LLP has defined the following strategic goals:

- improving educational programs for continuous professional development of health care practitioners;
- increasing the level of competence of the teaching staff and employees, developing corporate governance;
- increasing the level of satisfaction of teachers and employees of RIPMT LLP with the content and working conditions;
- ensuring financial stability and financial independence of RIPMT LLP;
- effective management in the areas of activity of RIPMT LLP;
- development of modern infrastructure for educational activities.

Informing about the mission, goals and objectives of RIPMT LLP to all personnel, students and other stakeholders is carried out in the following ways:

- posting information about the mission, goals and objectives on information stands, website, Internet portal;
- clarification to newly arrived employees, including teachers, at meetings of RIPMT LLP, including the Methodological Council;
- clarification at business meetings, etc.

Based on the mission, goals and objectives adopted by RIPMT LLP, all employees annually at the beginning of the year develop specific goals and objectives that are measurable, approved by the director and agreed with the founder of RIPMT LLP. The development of goals and objectives in the organization is carried out in accordance with the legislative requirements of the Republic of Kazakhstan and documents on internal quality assurance.

RIPMT LLP directs significant efforts to improve the quality of the extended education provided for healthcare professionals. The effectiveness of the measures taken is determined by the recognition of RIPMT LLP by employers, an increase in the number of students wishing to undergo advanced training and retraining courses, and a constant increase in the number of distance learning students.

RIPMT LLP has a consistent policy aimed at improving the quality of the work of the entire team in the field of quality assurance, which is effective, since it reflects the connection between teaching and learning and provides for planning the involvement of an external audit, in order to identify undesirable processes and other factors wagging for quality deterioration.

Continuous work is underway to expand international relations, in particular, negotiations are underway to conclude Partnership agreements. Thus, in 2017, agreements on cooperation and partnership were concluded with such educational and healthcare organizations as: Crisis Research Center JSC, Kaunas, Lithuania; in 2018 - with the Novosibirsk State Medical University Federal State Budgetary Educational Institution of Higher Education, Novosibirsk, Russia; Medical center "Samsung", Seoul, South Korea, etc.

For the maintenance and functioning of all activities and planned processes, the coherence and efficiency of the work of the RIPMT LLP employees play a decisive role. They are determined by a high level of professionalism and corporate responsibility of the personnel and are improved in the form of management and employees passing various seminars, master classes, participating in various republican and international conferences, conducting management training for all employees at the expense of RIPMT LLP

The main characteristics of the culture of quality and values of RIPMT LLP are:

- the focus of the entire team on the implementation of the mission, achievement of strategic goals and implementation of the strategic objectives of RIPMT LLP;
- stability and initiative of the team, partnership and business relations between teachers, staff and students;
- corporate culture, compliance with internal regulations;

- compliance of the team members with professional ethics, formation of a positive image of RIPMT LLP and careful attitude to the property and values of the organization;
- continuous improvement of the quality of services provided for advanced training and retraining of health care professionals, the formation of partnerships with domestic and foreign educational and health care organizations and other interested enterprises;
- reliable and comprehensive assessment of professional activities, moral and material incentives for employees;
- improving the culture of the organization's quality and creating conditions for achieving the planned results of the implementation of strategic objectives.

RIPMT LLP makes an invaluable contribution to the system of extended education for adults and continues to receive public recognition. The high quality of the organization is confirmed by various levels of recognition at the local and republican levels. Based on the results of his work, there are letters of thanks from customers of educational services who expressed gratitude to RIPMT LLP:

- "Tashkent Institute of Doctors Improvement", Tashkent;
- Clinic DauMed LLP, Shymkent;
- RSE on REM "National Center of Expertise" Committee of Public Health of the Ministry of Health of the Republic of Kazakhstan "Disinfection Center" for the Turkestan region and other health organizations.

The current policy of RIPMT LLP is aimed at the formation of a competitive specialist in the field of healthcare, including the assimilation of universal values.

Analytical part

Analyzing the activities of RIPMT LLP for compliance with the criteria of this standard, it can be concluded that the organization of additional education provides high-quality provision of educational services in the areas of advanced training, training and retraining of competitive specialists. The strategic plan corresponds to the stated mission, successfully operates in the provision of educational services, meets the needs and expectations of stakeholders.

It is important to note that the effectiveness of the measures taken is determined by the increase in the number of interested persons (attendees) wishing to take extended education courses in this organization. The number of attendees is constantly growing. Advanced training of medical workers entails an increase in the qualification category, which is reflected in their professional activities.

Strengths / Best Practice:

- ✓ The mission and strategic goals of RIPMT LLP correspond to the available resources and capabilities of RIPMT LLP and the requirements of the labor market.
- ✓ The activities of RIPMT LLP fully comply with the current legislation of the Republic of Kazakhstan.
- ✓ The entire staff of RIPMT LLP is aimed at implementing the mission, achieving strategic goals and fulfilling the strategic objectives of RIPMT LLP.
- ✓ Stability and initiative of the team, partnership and business relations between employees, teachers and students.
- ✓ Formation of partnerships with domestic and foreign educational and healthcare organizations.

EEC conclusions on the criteria:

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

- *strong* - 3;
- *satisfactory* - 1;
- *suggest improvements* - 0;
- *unsatisfactory* - 0.

6.2. Standard «Leadership and Management»

Evidential part

RIPMT LLP carries out its activities in the field of additional education on the basis of the current legislation of the Republic of Kazakhstan, as well as regulatory documents of the Ministry of Health of the Republic of Kazakhstan, the Charter of RIPMT LLP and internal regulatory documents (rules, regulations).

The direct management of RIPMT LLP is carried out by the founder and director in accordance with the legislation of the Republic of Kazakhstan.

The next in the hierarchy collegial advisory body that carries out general management of the activities of RIPMT LLP is the Methodological Council (hereinafter - MC) of RIPMT LLP. The Methodological Council was created to coordinate educational and methodological work and acts on the basis of the Regulations approved by the Methodological Council (Minutes No. 1 dated December 31, 2015). The Methodological Council is an elective, permanent collegial body, the main function of which is to improve the management of the processes of providing educational services in accordance with the State Compulsory Education Standards of the Republic of Kazakhstan (hereinafter referred to as the State Compulsory Educational Standard of the Republic of Kazakhstan) and satisfying the requirements of consumers. The meetings of the Methodological Council are held quarterly and are recorded. The members of the Methodological Council are the director, who is the chairman, methodologists, in addition, teachers and employers of healthcare organizations are included in the Methodological Council by agreement. The activity of the Methodological Council is to carry out work on the methodological support of academic disciplines in accordance with the State Educational Standard and to improve the professional level of medical workers, aimed at improving the quality of training of specialists, their competitiveness in the labor market.

The management of the activities of RIPMT LLP is implemented through the main processes such as educational, methodological, financial and economic management. These processes are interconnected and detail the stages of planning, monitoring, taking corrective and preventive actions.

Long-term planning is reflected in the strategic development plan of RIPMT LLP, which contains priorities, goals and objectives for achieving the stated mission. The basis for the creation of the adopted strategy was the State programs of the Republic of Kazakhstan in the development of health care and education and science. The strategic goals are formulated in the following areas:

1. Formation of leadership positions in the field of additional professional education through high-quality provision of services for advanced training and retraining of healthcare professionals.
2. Development of teachers and employees of RIPMT LLP.
3. Development of infrastructure of RIPMT LLP.
4. Active participation in public life.

To support the strategic directions of RIPMT LLP, the following approaches are used:

- improvement of distance educational technologies with an expanding range of elective disciplines;
- continuous support for the functioning of the internal quality assurance system, regular self-assessment of activities;
- assessment of the regions needs in extended education;
- improvement of the structure and principles of management, development of corporate spirit in RIPMT LLP;
- development of the information environment.

The concept of the strategic development plan is aimed at achieving the stated mission by increasing the competitiveness of RIPMT LLP, introducing international quality standards and training highly qualified specialists of a new formation.

When developing strategic documents, possible risks are taken into account, such as a

decrease in the number of attendees, a financial crisis, etc. To prevent the aforementioned risks, RIPMT LLP carries out various measures to identify risks in a timely manner, taking into account the real needs of students, in order to assess and manage risks.

The management and the staff of RIPMT LLP are carrying out colossal work to increase the effectiveness and efficiency of educational and educational activities, as well as to further strengthen the authority and image of RIPMT LLP, achieve leadership in the educational environment and become the leading training and educational center of Kazakhstan in the system of continuous professional education for healthcare professionals.

The organizational structure is formed under the influence of the strategy of RIPMT LLP. The structure is the configuration of the management system, within which the tasks set by the strategy are distributed among the organizational units, the powers and responsibilities of managers, accountants, methodologists, etc. are determined. a system of official relationships is established. In the strategy of RIPMT LLP great attention is paid to the observance of the regime of economy and increasing the efficiency of management processes and organization of the educational process, financial and economic activities. RIPMT LLP has created an optimal scheme for the distribution of functional responsibilities between different levels of management, thereby allowing to successfully implement its development strategy. In accordance with the Charter, the director of RIPMT LLP approves the structure. The interaction of all structural units is shown in Figure 1:

The distribution of responsibility and authority in RIPMT LLP is determined by internal regulatory documents, orders of the director and job descriptions of employees.

Management of the learning process of RIPMT LLP is a purposeful, systemically organized process of influencing the structural components of this process and the relationship between them. Management ensures the integrity and effective implementation of the functions of the structural components of the educational process and its optimal development.

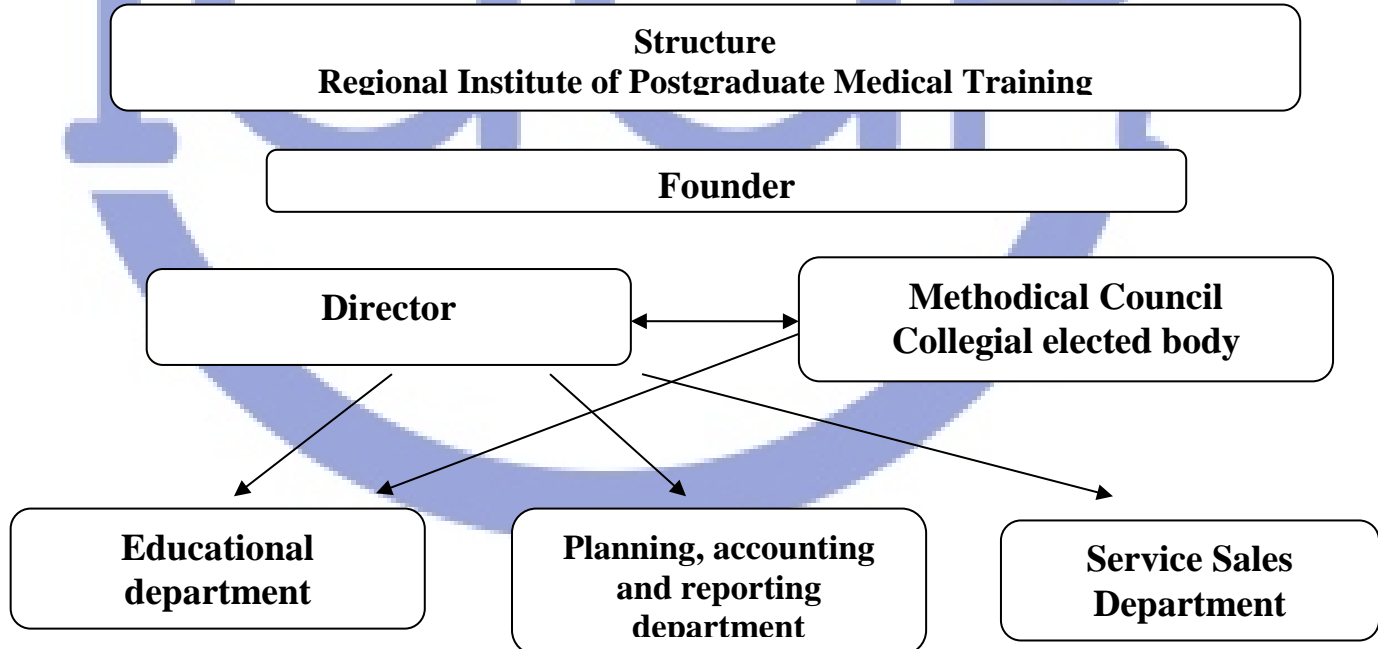


Figure 1. Structure of RIPMT LLP

Curricula are being updated in connection with changes in the regulations of the Ministry of Health of the Republic of Kazakhstan on additional education or the introduction of new specializations and elective courses.

Management of all types of activities of RIPMT LLP is based on the organizational structure and is aimed at achieving the goals set by the strategic plan of RIPMT LLP. In RIPMT LLP services for advanced training and retraining of health care professionals are carried out independently without using outsourcing services, transferring them to partners and contractors.

Monitoring is constantly carried out, which makes it possible to systematize data for making adjustments to regulatory documents and improving the content of the Working Curriculum in the following areas:

- a survey of various categories of students, employers on the quality of the services provided for advanced training and retraining within the framework of postgraduate training;
- analysis of the level of informatization and implementation of distance educational technologies;
- control of educational and methodological support of the educational process in accordance with regulatory requirements;
- quality control of Working Curriculum implementation;
- control over the organization and conduct of all types of practices within the Working Curriculum;
- control over technical equipment.

All employees of the organization have a clearly defined range of obligations and rights. Labor functions are set out in the job descriptions of employees, which set out job responsibilities, general areas of work, rights, responsibilities, relationships.

Job descriptions of employees are developed on the basis of individual labor contracts and establish:

- rational distribution of functional responsibilities between employees;
- improving the moral and psychological climate in the team;
- clear definition of the employee's functional ties and his relationship with other employees;
- concretization of the rights of the employee in terms of the preparation and adoption of managerial decisions, the use of resources;
- increasing the employee's personal responsibility for the timely and high-quality performance of functional duties;
- establishing the size of the official salary;
- determination of the employee's suitability for the position held in the event of an assessment of the test results during recruitment, certification or dismissal due to inconsistency with the position held;
- bringing to responsibility established by law for improper performance of their duties.

The system of key performance indicators is an important component of the strategic management of the university. It allows you to compare the performance of teachers and departments of the university in terms of educational, scientific, methodological, cultural and educational work, which correlate with the mission and vision of RIPMT LLP, and in accordance with this set additional payments to employees.

The work of all administrative and managerial personnel, methodologists, full-time and hired teachers, etc. is assessed by key performance indicators. The management receives objective information about the results of the activity of the methodologists, teachers and students, which allows them to timely influence the management strategy of RIPMT LLP and correct it. The database of RIPMT LLP accumulates statistical information that can be used for a systematic analysis of the activities of methodologists, hired teachers, students and improve their activities in strategic directions for the organization. Analysis of the results of employees and full-time and hired teachers allows not only to determine the quality of work in the development, implementation and monitoring of Working Curriculum and etc., but also to quickly influence the effectiveness of their management, using various means of staff incentives. Incentives in RIPMT LLP are regulated by internal audit and the decision of the Methodological Council from 2016 and is based on the Strategic Plan.

The management of RIPMT LLP pays special attention to the prevention of conflicts of interest and conflicts of relations. In the event of such situations, immediate action was taken.

Information and computer technologies are an integral part of the existence and improvement of the management system of RIPMT LLP, which creates new opportunities for development. Management of information resources and development of the corresponding infrastructure is one of the main development priorities of RIPMT LLP.

There is an official website www.RIPMT.kz with pages containing information necessary for everyone about RIPMT LLP, as well as links to various electronic resources.

RIPMT LLP is open for cooperation with other organizations of additional education, universities, clinics, etc. There are agreements on cooperation with foreign and Kazakhstani organizations, which are aimed at developing cooperation in the field of advanced training and retraining of healthcare professionals. There are agreements on cooperation and partnership with the following healthcare organizations and individuals:

- Crisis Research Center, Lithuania, Kaunas;
- Kinaesthetics trainers Norbert Feldman and Lilia Kerner, Germany;
- "National Cancer Center", Mongolia, Ulan Bator, MD, Prof. Zhigzhidsuren Chinburen;
- Medical Center "Samsung", South Korea, Seoul;
- Federal State Budgetary Educational Institution of Higher Education "Novosibirsk State Medical University", Russia, Novosibirsk;
- State Budgetary Institution "St. Petersburg Research Institute of Emergency Medicine named after I.I. Janelidze", Russia, St. Petersburg; И.И. Джанелидзе», Россия, Санкт-Петербург;
- "Tashkent Institute for Advanced Training of Doctors", Uzbekistan, Tashkent, etc.

Every year RIPMT LLP invites lecturers from the above-mentioned organizations to give lectures within the framework of advanced training and retraining cycles, counseling listeners, advanced training.

The expert group notes the flexibility of the organizational structure, which allows RIPMT LLP to quickly respond to changes in the external environment.

Assessing the effectiveness of financial resource management processes based on the mission, the experts noted that the sustainable profitability of RIPMT LLP makes it possible to speak about the viability of RIPMT LLP and a good level of management processes in relation to financial and physical resources.

Analytical part

EEC experts noted that RIPMT LLP has a certain management system, builds its activities on leadership leadership, creates and maintains an environment for learning.

Strengths / Best Practice

The organization demonstrates:

- ✓ Compliance of the organizational structure and documents on its functioning with its own mission and development strategy;
- ✓ Clear definition of those responsible for business processes, distribution of job responsibilities of personnel, delineation of functions of collegial bodies
- ✓ Degree of satisfaction of the needs of teachers, staff and students with the management system
- ✓ All management, as well as employees were trained under the programs "Management in Education", "Management in Healthcare".
- ✓ An effective financial reporting mechanism, a mechanism for the acceptance and distribution of financial resources, as well as a mechanism for assessing the effectiveness of the use of financial resources
- ✓ All managers and administration are open and accessible to students and teachers.

EEC recommendations

- ✓ To successfully ensure the activities of RIPMT LLP, including the management and monitoring of business processes and their improvement, to strengthen the audit work of the internal quality assurance system on a regular basis.
- ✓ Carry out management processes, including planning and allocating resources for the implementation of additional education programs in accordance with the development strategy
- ✓ Monitor the satisfaction of teachers, staff and students with the management system
- ✓ Improve the document management system,
- ✓ It is necessary to register copyright, including for the developed educational programs.

EEC conclusions on the criteria:

In general, according to this Standard, the organization's activities meet the specified criteria.

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

**Strong positions - 5, satisfactory - 2,
suggest improvements - 5, unsatisfactory - 0**

6.3 Standard «Information management and reporting»

Evidential part

In RIPMT LLP information management can be divided into:

- organizational and management activities (news, trainings, master classes, etc.)
- implementation of educational programs in practice
- performance (reporting).

In addition, RIPMT LLP has established a communication mechanism with listeners, employees and other interested parties. For this, the following information management methods have been introduced in the LLP:

- interviews with students and teachers;
- a survey of students is carried out at the end of the cycles of promotion and retraining. Based on these questionnaires, the effectiveness of the training is assessed (compliance of the course content with the expectations of the listeners, the relevance and novelty of the information received, whether there is a practical value of this material, satisfaction with the received materials, etc.). The results of the questionnaire are considered at the Methodological Council and changes and additions are made to the section of the component selected by the Working Curriculum.
- feedback and suggestions from attendees and employers;

Also, to improve the quality and increase the availability of educational programs for medical workers, RIPMT LLP has introduced the Education Map distance learning system (LMS-system). This training system covers and allows you to automate all links of the educational process. Students can get acquainted with lectures, presentations and other material (video, audio) on the training cycle, and the student or teacher can track the progress of the course. Teachers are provided with instructions for creating or editing their courses. At the end of a course, the "online" testing system allows you to evaluate the material passed.

In this Education Map system (LMS-system), it is planned to collect a complete base of students in all specialties of distance learning, as well as teaching staff and other employees, united into groups of users with individual rights.

Communication between teachers and students, as well as employees of RIPMT LLP is carried out through chats and forums.

The process of forming information in the Education Map system (LMS-system) consists of individual operations performed by the participants in the process, each of which is the processing of data related to distance learning. Obtaining an integrated result that is valuable for making management decisions depends on the effective performance of the system resources, as

well as the timely input of data by all participants in this process.

The reliability, accuracy and timeliness of the input information is the basis for the formation of statistical reports on the students.

During the operation of the electronic database and information system, there may be cases of technical failures, as well as a virus attack and even inaccuracy of users (accidental deletion of information), which can lead to the loss of important data. In order to secure information resources, RIPMT LLP takes weekly measures to back up data by creating a complete image and backup copies of databases that provide the ability to restore information.

The properties and characteristics of the collected and processed information are determined by the mission of RIPMT LLP and are aimed at finding the most effective and efficient methods and ways to improve the quality of educational services provided, as well as to improve the level of social conditions of workers and students.

Currently, new information technologies are spreading to all areas of human activity, thereby accelerating the procession of globalization as a whole. And therefore, since information systems are currently one of the backbone factors in the life of modern society, then in RIPMT LLP through corporate e-mail all news, all necessary information coming from outside are sent individually to each, and also posted on the website.

Analytical part

The EEC experts noted that RIPMT LLP operates a system for collecting, analyzing and managing information based on the use of information and communication technologies and software. There is a mechanism for communication with students, employees and other interested parties.

EEC conclusions on the criteria:

In general, according to this Standard, the organization's activities meet the specified criteria.

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

***Strong positions - 0, satisfactory - 6,
suggest improvements - 0, unsatisfactory - 0***

6.4 Standard Development and approval of curricula for additional education

Evidentiary part

The organization of the training process in RIPMT LLP is carried out in accordance with the regulatory framework for additional education, which includes:

The Law of the Republic of Kazakhstan "On Education" dated June 27, 2007, as amended and supplemented on July 4, 2018;

Code of the Republic of Kazakhstan "On people's health and health care system" dated April 06, 2016; (with amendments and additions as of July 1, 2017);

Labor Code of the Republic of Kazakhstan dated November 23, 2015; (with changes and additions as of June 13, 2017);

Order of the Minister of Health of the Republic of Kazakhstan "On approval of the nomenclature of medical and pharmaceutical specialties" dated November 24, 2009 No. 774;

Order of the Minister of Health of the Republic of Kazakhstan "On approval of the Rules for advanced training and retraining of medical and pharmaceutical personnel" dated November 11, 2009 No. 691;

Order of the Minister of Health and Social Development "On Approval of State Compulsory Standards and Model Professional Training Programs in Medical and Pharmaceutical Specialties" dated July 31, 2015 No. 647. Registered with the Ministry of Justice of the Republic of Kazakhstan on September 2, 2015 No. 12007;

Order of the Minister of Health of the Republic of Kazakhstan dated April 14, 2017 No. 165 "On approval of the Model programs for advanced training and retraining of medical and pharmaceutical personnel." Registered in the Register of State Registration of Legal Acts of the Republic of Kazakhstan on May 25, 2017 No. 15169.

In medical specialties, to carry out the procedure for the development and assessment of the quality of training programs, RIPMT LLP is guided by the approved Order of the Ministry of Health of the Republic of Kazakhstan dated April 14, 2017 No. 165 "On Approval of Model Programs for Advanced Training and Retraining of Medical and Pharmaceutical Personnel", which defines the content, the volume of disciplines of compulsory components in specialties and the final level of training.

The purpose of the training programs is to promote the achievement of the quality of additional medical and pharmaceutical education through the regulation and unification of requirements for the organization of the educational process in the cycles of advanced training and retraining of personnel.

The Methodological Council, which includes methodologists and leading teachers (coordinators), is engaged in the development of curricula on the basis of the regulation on the methodological council. In addition, in order to study the interests of students in the development of training programs, meetings with stakeholders are regularly held.

The developed Curriculum is subject to internal and external expertise. Internal expertise is carried out by attracting leading teachers and the Methodological Council of RIPMT LLP. The content of the Curriculum corresponds to the approved normative documents of the Republic of Kazakhstan in terms of extended education.

The development and continuous improvement of the curriculum includes the following stages:

- needs analysis;
- defining the purpose of the curriculum;
- formation of the content and structure of the curriculum;
- curriculum implementation: teaching and assessment methods;
- evaluation and improvement based on feedback.

The process of approving educational programs for all specialties of RIPMT LLP begins with their discussion, making adjustments, additions at meetings of working groups. Then the discussion ends with their approval at a meeting of the Methodological Council, teachers and stakeholders.

The curriculum has the following structure:

- goals and objectives of the curriculum;
- general requirements for the attendees;
- expected learning outcomes;
- content by specialty;
- methods for assessing learning outcomes.

The list of educational programs for additional education within the specialty is established by the Methodological Council of RIPMT LLP in accordance with the requirements of the Order of the Ministry of Health of the Republic of Kazakhstan dated April 14, 2017 No. 165 "On approval of the Model programs for advanced training and retraining of medical and pharmaceutical personnel.. Amendments or additions to the curriculum are made in compliance with the requirements of the regulatory documents of the Ministry of Health and internal Requirements for the development of Working Curriculum.

The implementation of educational programs is carried out on the basis of educational and methodological complexes of the specialty and is provided with free access of each student to information resources and simulation equipment to improve the professional practice and independent work of the student. RIPMT LLP owns its own material and technical base, which is updated and modernized annually. The material and technical base of RIPMT LLP meets the qualification requirements for each specialty, and a learning environment has been created,

including computer technology, simulation equipment to hone students' practical skills, software products, websites and much more. The issues of purchasing equipment are regularly reviewed and decided by the director.

There are also agreements on joint activities for all projects in the field of health care with 10 clinical bases: Regional Children's Hospital, Regional Derma Venerological Dispensary, Regional Perinatal Center No. 1, Regional Perinatal Center No. 4, etc.

The objectives of the curriculum development include the implementation of a unified policy in the field of professional development of medical workers, aimed at meeting the educational and professional needs, personal and professional development of medical workers, ensuring that the qualifications of medical workers meet the changing conditions of professional activity and the social environment, as well as improving the quality of additional education in RIPMT LLP.

The process of implementation of educational programs is under the control of the management of RIPMT LLP and the Methodological Council. Problems, ways of improving the implementation of educational programs are systematically considered and discussed at various meetings of RIPMT LLP, monitoring in this direction is regularly carried out and on their basis competent decisions are made in a timely manner.

When organizing the educational process, conditions are created for:

- an integral unified training system for all cycles of disciplines, taking into account the passed educational material;
- implementation of the main components provided for by the regulatory documents of the Ministry of Health of the Republic of Kazakhstan;
- increasing computer literacy throughout the entire period of study;
- high-quality professional subject training.

Analytical part

The EEC experts noted that the content of educational programs in specialties meets the requirements of the State Educational Standard and reflects the logical sequence of studying disciplines. The principle of continuity in the study of disciplines can be traced in the preparation and approval of work programs for training students. When developing these programs, regional and employers' needs are taken into account.

Strengths / Best Practice

- ✓ The teaching staff of RIPMT LLP and employers participate in the development and management of educational programs, in ensuring their quality.
- ✓ The structure of the Working curriculum provides for various types of activities, the content of which contributes to the development of professional competencies of students, taking into account their personal characteristics;
- ✓ Educational equipment and software used for mastering Working Curriculum are similar to those used in the respective medical organizations.
- ✓ The organization provides equal opportunities for students, incl. regardless of the language of instruction;

EEC recommendations

- ✓ Develop a unified form of coordination and approval of educational programs
- ✓ Engage students more actively in curriculum development
- ✓ More actively apply innovative teaching methods in the learning process.

EEC conclusions on the criteria:

In general, according to this Standard, the organization's activities meet the specified criteria.

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

- Strong positions - 5, satisfactory - 2,
- suggest improvements - 0, unsatisfactory - 0

6.5 Standard Continuous monitoring and periodic evaluation of educational programs **Evidential part**

Continuous improvement of the curriculum (performance building, implementation, monitoring and evaluation) includes evaluation and improvement based on feedback and proactive communication.

RIPMT LLP controls the quality of the development of educational programs by students according to the established criteria and provides constant monitoring, assessment and improvement of the educational services provided. Monitoring of WC is carried out by the methodological council of RIPMT LLP. Particular attention is paid to improving skills, both professionally and personally. Monitoring is implemented as a combination of control over the development of the content of curricula (process) and control over the success of training (results) using three procedures: current control, midterm control, intermediate certification (final control of the discipline as a whole - testing). The procedure for assessing the quality and examination of the WC includes: drawing up expert opinions, considering the results of the examination obtained from outside at the methodological council, making the necessary additions and changes to the developed WC.

The quality of classes and the teaching materials used, the timeliness of assignments to the SIW, the organization of monitoring and assessment of students' progress are analyzed at the meetings of the Methodological Council of RIPMT LLP.

When evaluating and revising programs, key indicators are taken into account:

- the functioning of the curriculum, the composition of the teachers;
- the state of the material and technical base;
- satisfaction of students, their progress and success;
- satisfaction of teachers and staff with working conditions, available resources, etc .;
- the availability of training resources and student support.

Achievement of goals within the framework of WC is tracked based on the results of mastering WC, testing, SIW, feedback from employers on the quality of training of specialists based on feedback. A survey of employers and students of RIPMT LLP showed a fairly high assessment of the quality of education received at RIPMT LLP. The overwhelming majority of respondents indicate a high level of theoretical training of students, the development of communication skills, the ability to work with information. At the same time, employers unanimously speak of the need to strengthen the practical component of training students. Most employers are interested in the educational services of RIPMT LLP, presenting a number of requirements: good preparation, a desire to adapt to the conditions of the organization, to study and develop their professional skills.. The next area of organizing feedback with employers is holding various seminars, conferences, meetings, round tables with the involvement of specialists from business and the public sector.

Compliance of educational programs with the requirements for the content of professional practices is carried out by:

- analysis of plans and curricula of RIPMT LLP;
- collection and processing of proposals, comments and recommendations of teaching staff and heads of professional practices;
- studying the feedback of the teaching staff about the students;
- questionnaires of students.

Students take part in assessing the quality of the implementation of educational programs. Assessment mechanisms are questionnaires, sociological polls, student feedback on the quality of educational services received.

The survey of students is carried out once upon completion of training and covers the full range of services they receive. According to the results of the survey, the overwhelming majority of reviews are positive. The analysis showed that the students, in general, are satisfied with their professional training and assessed the level of teaching staff as high.

Monitoring of the progress of students is carried out on the basis of the analysis of test results and questionnaires.

The quality of the development of curricula and the progress of the student is assessed in accordance with the procedure for assessing knowledge, drawn up on the basis of legislative normative documents of the Ministry of Health of the Republic of Kazakhstan, the Ministry of Education and Science of the Republic of Kazakhstan, internal regulations.

The developed WC has clearly formulated goals that are consistent with the mission of RIPMT LLP, meets the needs of potential consumers of this educational organization.

During the academic period, systematic monitoring of the curriculum and educational activities is carried out. Monitoring and systematic tracking of the quality of training among a large number of students contributes to obtaining a more objective, reliable assessment, which makes it possible to predict the final levels of educational achievements of students, to design training plans.

To improve the quality of educational activities and the progress of students' knowledge, RIPMT LLP has concluded agreements with leading foreign clinics and universities on long-term cooperation in the exchange of experience and training of students with South Korea, Russia, Uzbekistan, Lithuania, Germany, etc. In the future, these cooperations are planned to be continued and strengthened. RIPMT LLP plans to hold seminars and master classes with the participation of leading specialists, professors from near and far abroad in order to improve the qualifications of medical workers and the quality of medical services they provide to the population.

The analysis of the results of the students' assessment of the discipline shows a high level of satisfaction of the students with the content of the WC.

All teachers are actively involved in all stages of assessment and improvement of WC and make their suggestions:

- to improve the tasks and individual competencies of the WC;
- on the application of innovative teaching methods and technologies;
- to improve the criterion for assessing the learning outcome;
- based on the results of a survey of students.

A working curriculum is developed for each specialty. The teacher and methodologist of RIPMT LLP draw up a working curriculum based on a typical curriculum for the specialty. The student (customer) makes changes to the training program.

The expected learning outcomes of the trainee are used as the main tool for evaluating the curriculum. The use of this approach strengthens the connection between teaching, the student's learning activities and the assessment of its results, will allow shifting the focus of the training program to the learning activities of the students themselves. The assessment of the expected results of the implementation of educational programs is carried out by means of questionnaires, feedback from students after the completion of the course, students' discussion of lectures and teaching methods.

The revision of the content of the curriculum is carried out depending on the relevance, expediency of the changes made, etc. Proposals for making changes to the content of educational programs are eventually updated and formulated by the Methodological Council and approved at a meeting of the Methodological Council. The Methodical Council is responsible for the analysis of the need to change and adjust the curriculum.

Analytical part

EEC experts noted that RIPMT LLP has a certain management system, builds its activities on leadership leadership, creates and maintains an environment for learning.

Strengths / Best Practice

✓ Continuous improvement of the curriculum, its systematic monitoring throughout the academic year and revision of the content, taking into account changes in the labor market, the requirements of employers, etc.

EEC conclusions on the criteria:

In general, according to this Standard, the organization's activities meet the specified criteria.

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

Strong positions - 1, satisfactory - 3
suggest improvements - 0, unsatisfactory - 0

6.6 Standard Personality-oriented approach in the implementation of curricula for additional education

Evidential part

RIPMT LLP takes into account the importance of the level of mastering the knowledge of students and the quality of assessment, namely:

- 1) teachers are proficient in methods of testing and checking the knowledge of students;
- 2) criteria and methods of assessment are provided to students;
- 3) assessment demonstrates the level of achievement by the student of the planned learning outcome;
- 4) the assessment of knowledge is consistent, objective in relation to all students and is carried out in accordance with the established rules.

The focus on the transition from centrist knowledge to a competency-based approach in education requires the content of the curriculum and educational technologies to be periodically updated in accordance with changing conditions.

RIPMT LLP implements the principle of integrity of the pedagogical process, deep integration of all subsystems and processes in the specialties of additional education. Such training gives the student the opportunity to choose a specific curriculum in accordance with his life attitudes, abilities and capabilities. This assumes openness, accessibility, the ability to "enter and exit" at any stage of professional training, variability.

All students are provided with equal opportunities, regardless of the language of instruction, to form an individual curriculum aimed at the formation of professional competencies.

The choice of an individual curriculum is carried out on the basis of working curricula, in which, in addition to the basic disciplines of the compulsory component, optional components, practice and independent work are included.

Innovative and new technologies are being introduced, taking into account social demands and specializations, the material and technical base is being replenished, the level of equipping the educational process with new equipment, including simulation equipment, is increasing.

Thus, ensuring equal opportunities for students is achieved by the completeness of the educational, methodological, organizational, methodological and informational support of the educational process. The teacher provides individual assistance, consulting during the period of mastering the discipline by the student.

Working curricula are aimed at continuous self-education of students, since any student, based on an individual training plan, has the right to choose the topic of the cycle and components

of his choice.

The needs of trainees in the formation of educational programs can be satisfied by choosing advanced training and retraining courses for medical specialties. The content of the WC, the logical sequence in them, the optional components proposed by the listeners and declared by the teaching staff, are subject to consideration and analysis at the meetings of the methodological councils.

Each program serves to implement the mission of RIPMT LLP, has a specific goal and professional focus. Compliance with the needs of consumers is ensured by the involvement of practitioners in the relevant fields of knowledge and potential employers in the development of WC. The processed data indicate that the selected content, forms and methods of studying the proposed course contribute to the successful formation of the competencies necessary in the further professional activity of the students.

The teaching methods used in the educational process are determined by the requirements of a competency-based approach in education and training students for professional activities in existing conditions. They are developed on the basis of existing educational technologies and their discussion at various levels, including at scientific and practical conferences.

The teachers of RIPMT LLP successfully use modern teaching technologies in the learning process: multimedia technologies - for medical specialties of a therapeutic and surgical profile, the technology of educational cooperation, the technology of problem learning. Teachers use electronic textbooks, teaching aids and monographs published in recent years. Modern educational technologies and new teaching methods are used when teaching in Russian and Kazakh languages.

Teachers contribute to the activity of students in the educational process, help generate various ideas and opinions, and support the manifestation of critical thinking.

The use of multimedia and network technologies, video projectors in RIPMT LLP allows in the learning process to combine the entire range of available sources (text, graphic, audio and video documents), provide remote access to information, the ability to organize distance learning. On the methodological aspects of the organization of the educational process, the work of teachers at RIPMT LLP is coordinated by the Methodical Council.

In RIPMT LLP the transparency of the entire educational process and the knowledge control system is ensured and the listener is provided with a wide range of educational services, applying modern educational technologies in teaching and ensuring continuous monitoring of the quality of education. To check the educational achievements of students in RIPMT LLP, current and final control is provided. These are important elements of quality assessment and examination of curricula.

Systematic current control with close interaction of the teacher and the listener makes it possible for each of the participants in the educational process to see the achievements, their level, to receive information not only about the results of work, but also to plan further work, both to eliminate gaps and growth prospects. This can be testing, oral questioning, presentation of the completed assignment and other forms. It should be noted that midterm control may not have a formalized procedure, but simply be exhibited based on the results of current academic performance - all this is at the discretion of the teacher.

Current control is a systematic check of the educational achievements of students, carried out by the teacher in the current classes.

Final control - a check of the student's educational achievements, carried out after the completion of the study cycle in the specialty.

The main element of the effectiveness of the educational process is the SIW, the purpose of which is to develop students' skills for independent creative work within the framework of the chosen educational program, the need for continuous self-education and improvement of their knowledge.

Student's Independent work with the teacher designed to implement the advisory and control function (monitoring) is carried out both individually and in a group. In the disciplines of the methodological cycle, teaching skills can be developed at the SIW.

Monitoring the quality of professional skills acquired by trainees is carried out as part of

their practical training at clinical sites. Treatment-and-prophylactic institutions, which are clinical bases, participating in measures to improve the skills and retraining of specialists in the therapeutic and surgical profile, express their views on improving curricula and programs. The level of employers' satisfaction with the quality of training for their relevance in the labor market is evidenced by a number of indirect signs, namely:

- positive reviews and letters of thanks from the medical institution, in which the listeners of RIPMT LLP are employed;
- initiatives on the part of organizations and enterprises to conclude agreements with RIPMT LLP.

Thus, ensuring equal opportunities for students is achieved by the completeness of the educational, methodological, organizational, methodological and informational support of the educational process.

Analytical part

EEC experts noted that RIPMT LLP has a certain management system, builds its activities on leadership leadership, creates and maintains an environment for learning.

Strengths / Best Practice

- ✓ RIPMT LLP implements the principle of integrity of the pedagogical process, deep integration of all subsystems and processes in the specialties of additional education.
- ✓ All students are provided with equal opportunities, regardless of the language of instruction, to form an individual curriculum aimed at the formation of professional competencies.
- ✓ In RIPMT LLP the transparency of the entire educational process and the knowledge control system is ensured and the listener is provided with a wide range of educational services, applying modern educational technologies in teaching and ensuring continuous monitoring of the quality of education.

EEC recommendations

- ✓ More actively apply various forms of problem-oriented, personality-oriented and project-organized approaches to learning: business games, case method, individual-group forms of work, round tables, press conferences

EEC conclusions on the criteria:

In general, according to this Standard, the organization's activities meet the specified criteria.

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

- Strong positions - 6, satisfactory - 0,
- suggest improvements - 1, unsatisfactory - 0

6.7 Standard «Listeners»

Evidential part

According to the Rules for advanced training and retraining of medical and pharmaceutical personnel, approved by the Order of the Ministry of Health of the Republic of Kazakhstan dated November 11, 2009 No. 691, additional education in medical and pharmaceutical specialties is a learning process carried out in order to meet the educational needs of personnel, implemented in the form of advanced training and retraining. Proceeding from this, the audience for RIPMT LLP are specialists mastering educational programs of additional professional education. The organization concludes an agreement with the students indicating the rights, obligations and mutual responsibility of the parties, the cost of educational and educational services

The enrollment of students, the issuance of certificates and certificates, is carried out on the basis

of the Rules approved by the Order of the Ministry of Health of the Republic of Kazakhstan dated November 11, 2009 No. 691.

All students are subject to equal requirements in accordance with the rules and regulations established by law. The activities of RIPMT LLP are aimed at increasing the level of student satisfaction. All the necessary conditions are created for the audience of RIPMT LLP, contributing to the satisfaction of educational, personal and career needs. A survey and questionnaire survey of students are conducted to determine their satisfaction with the possibility of extracurricular activities.

Special attention is paid to the professional development of the RIPMT LLP employees. In a planned manner, RIPMT employees also become students of various advanced training courses, taking into account the requirements of modern management. Thus, during the period of activity of RIPMT LLP 55% of employees have completed advanced training courses.

RIPMT LLP conducts individual work with each student in order to identify his needs (questioning, conducting different levels of tests, interviews, etc.). Educational goals in relation to the development of professional skills of students is the maximum consideration of their needs, which involves the orientation of the teacher to the personality of the student. Students have the right to make suggestions for improving the educational process. The main purpose of training is to develop skills, the formation of competencies and abilities for self-development on the basis of personality-activity, systemic and competence-based approaches.

The content of the professional curriculum for specialties meets the requirements of the State Educational Standard of the Republic of Kazakhstan. The educational process is carried out on the basis of normative educational and methodological documents that allow for high-quality training of specialists in full compliance with the standard.

There is a material and technical base and the potential of the teaching staff, which allows to carry out educational activities in RIPMT LLP.

Analytical part

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

Strengths / Best Practice

- ✓ RIPMT LLP provides conditions for personal development and training of students.
- ✓ Provides a high-quality level of organization and conduct of professional practices in the specialties of extended education.
- ✓ A sufficient number of contracts with clinical bases was noted, which makes it possible to provide high-quality educational services
- ✓ The availability of a policy for the formation of the students contingent and the transparency of its procedures.

EEC recommendations:

- ✓ Strengthen work on the development of teaching aids to ensure the quality of education.

EEC conclusions on the criteria:

In general, according to this Standard, the organization's activities meet the specified criteria.

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

- Strong positions - 4, satisfactory - 0,
- suggest improvements - 1, unsatisfactory - 0

6.8 Standard Teachers

Evidential part

Teachers are the main resource for ensuring the mission of RIPMT LLP, in connection with which increased attention is paid to the processes of recruiting and training personnel. The personnel policy is regulated by the current legislation of the Republic of Kazakhstan and is carried out in accordance with the main priorities of the strategy of RIPMT LLP. The Strategic Development Plan of RIPMT LLP for 2016-2020 provides for measures to increase the indicators of the qualitative composition of teachers by stimulating the existing staff and additional invitation of highly qualified personnel from Kazakhstan and other countries.

RIPMT LLP has a sufficient number of concluded contracts with teachers, providing an opportunity for students to choose and to replace teachers, if necessary. Hired teachers of LLP "RIPMT" meet the qualification requirements of specialties and have more than 10-15 years of work experience in their specialties, including scientific and pedagogical. The number and composition of the teaching staff are planned based on the needs of the educational process, the amount of hours and the contingent of students.

Academic degrees and specialties of teachers, including the codes of scientific specialties, correspond to the profiles of educational programs. Indicators on the qualitative and quantitative composition of RIPMT LLP teachers confirm the availability of human resources necessary for the implementation of the entire spectrum of the educational program in all specialties, where the disciplines of the basic and specialized blocks are taught by RIPMT LLP teachers.

Monitoring of the activities and assessment of the competence of teachers is carried out on the basis of the results of a questionnaire and a survey of students, as well as feedback from students and employers.

The remuneration of teachers is determined by the staffing table and contracts of a civil - legal nature.

Analytical part

The number of part-time workers from practical health care participating in the implementation of additional education programs is sufficient for the implementation of WC and the achievement of the planned learning outcomes by students in specialties.

Strengths / Best Practice

- ✓ RIPMT LLP engages in teaching the best foreign and domestic specialists of the relevant industries in accordance with their diploma qualifications and / or experience in production, all personnel procedures are transparent.
- ✓ The presence of moral (awards, certificates) and material (bonuses, additional rewards) motivation for the professional and personal development of IN-SERVICE teachers.

EEC recommendations:

- ✓ Continue recruiting in-service teachers.
- ✓ Provide opportunities for professional and personal development for part-time teachers.

EEC conclusions on the criteria:

In general, according to this Standard, the organization's activities meet the specified criteria.

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

***Strong positions - 1, satisfactory - 2,
suggest improvements - 4, unsatisfactory - 0***

6.9 Standard Finance

Evidential part

Activity planning is one of the most important functions of the development strategy of RIPMT LLP. The basis for the strategic planning of RIPMT LLP and its current activities is the current legislation of the Republic of Kazakhstan. The implementation of the strategic development plan in terms of the formation of financial stability and efficiency of economic activity is carried out on the basis of the effective use of its own material, financial and human resources. The development of the material base and equipment of RIPMT LLP is achieved by purchasing the latest office equipment, furniture, medical training simulators, own premises, equipping computer classes with testing software both in the head office and in the branches.

When planning income receipts for the maintenance of RIPMT LLP, the amount of financing for the performance of contractual services of additional education is taken into account. The amount of income received by RIPMT LLP directly depends on the number of trainees.

Educational services are provided on the basis of contracts concluded with consumers, regulating the conditions and terms of their provision, the form and amount of payment, the rights, obligations and responsibilities of the parties. Contracts are concluded with individuals and legal entities, consumers of educational services, regardless of the form of ownership. The contracts are drawn up in two copies, one of which is at RIPMT LLP, the other at the consumer.

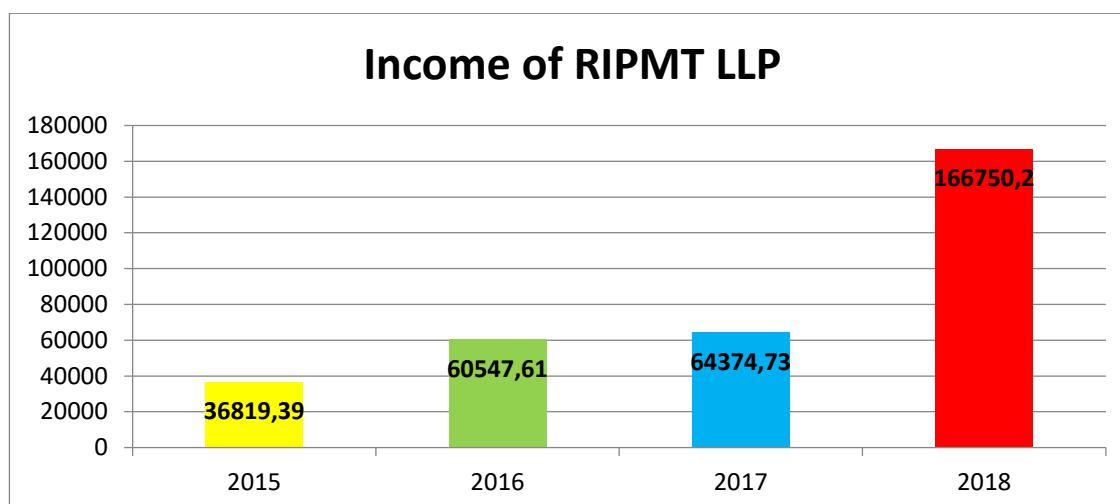
Contracts with private legal entities are concluded directly with the customer (consumer) and the cost is set according to the price list. State medical organizations submit their bids for additional education needs on the public procurement portal, mainly in the form of requests for quotations. LLP "RIPMT" after reviewing the application, analyzes the stated needs, taking into account the specialty, subject, form of training, the amount of hours, the number of students and the price. After that, RIPMT LLP sets its price on the public procurement portal, taking into account the profitability of the services provided, which is set below the declared price of the customers. In the case of a positive result of the results of public procurement for RIPMT LLP, an Agreement is concluded on the public procurement portal. Based on this, the cost of contracts concluded on the public procurement portal becomes lower than those approved in the price list of RIPMT LLP.

Contracts with individuals (students) are concluded directly on the basis of the approved price list. In special cases, according to the decision of the General Director, students are provided with discounts based on their social status or contracts for the provision of services free of charge are concluded with the aim of further cooperation and attracting listeners to active participation in the development of RIPMT LLP.

Settlements with legal entities for services are carried out by transferring funds to the settlement account of RIPMT LLP in the prescribed manner, with individuals by payment through the cashier, bank in cash.

RIPMT LLP independently calculates prices for the activities provided for the sale of products (works, services), according to the estimated calculation (estimate), based on their production cost and profitability, as well as taxes and fees established by the legislation of the Republic of Kazakhstan. Based on this, RIPMT LLP approves the price list of educational services (Appendix 18). During the year, price adjustments can be made taking into account changes in costs by item of expenditure and the percentage of inflation. The prices for students are fixed.

The graph below shows data on the income of RIPMT LLP for the last 4 (three) years (thousand tenge):



As can be seen from Chart 5, the income of RIPMT LLP is characterized by stability.

The dynamics of the income development of RIPMT LLP is characterized by stability, since when planning income and expenditure indicators, risks are taken into account (receipt of income with a low paying capacity of the population, provision of training benefits, delay in financing of medical organizations), the urgency of carrying out certain large-scale events, the need to purchase basic funds and so on. In the presence of negative indicators leading to a decrease in the volume of planned revenues in the budget of RIPMT LLP, alternative ways of development are also considered: strict savings in the acquisition and expenditure of inventories, utility costs are established, the staffing is optimized and other measures are taken to make the best use of available opportunities ..

RIPMT LLP owns its own material and technical base, which is updated and modernized annually.

The table below shows data on the acquisition of material assets by RIPMT LLP for educational purposes for 4 (four) years in thousand tenge:

Material assets of RIPMT LLP

Order No.	Name	2015	2016	2017	2018
	Computers	248.9	-	-	
	Office equipment	104.5	-	10493	99.07
	Laboratory equipment	667	8961.51	6657.7	26195.75
	Other machinery	23.4	17	2500	150
	Furniture for the educational process	360.7	232.7	2510	9547.1
	Total	1,404.5	9,211.07	22,162	35,991.9

In order to improve the simulation training for the training of trainees in the provision of first aid, RIPMT LLP has been using simulation equipment since 2015: (dummy - medical simulator for training cardiopulmonary resuscitation, dummy - simulator for teaching first aid to a child, dummy - medical simulator for training tracheostomy and tracheal intubation, model of traumatic injuries of the upper and lower extremities, model - simulator for training intravenous injections, model - simulator for training intramuscular injections). Also in 2018, ophthalmological equipment was purchased to equip an ophthalmological office (an optical set of trial lenses with trial frames and accessories, a Sivtsev table, a biomicroscope (slit lamp), a diagnostic three-mirror

lens, a Maklakov tonometer, a table for a slit lamp). In addition, equipment was purchased to equip a dental office (dental equipment for creating, modeling, grinding metal-free and metal prosthetics and CEREC AC Connect templates, biological microscope "Leica V320"). The total amount of available equipment for emergency care, for equipping ophthalmological and dental offices is 28 789.0 thousand tenge.

RIPMT LLP pays taxes and other mandatory payments to the budget from income received from the provision of services in its activities in accordance with the requirements of the tax legislation of the Republic of Kazakhstan.

The payment of taxes and fees is made on time, the amounts (thousand tenge) of which are reflected in Table 5. Tax and other reports of RIPMT LLP are provided in a timely manner, in electronic form.

Table 5. Tax payments of RIPMT LLP

Name	2015	2016	2017	2018
Expenses	34600.04	58599.56	64321.53	164163.80
including				
IIT	2766.13	4171.7	2819.77	3408.07
CIT	443.87	389.61	10.64	517.28

Payment of wages of employees of RIPMT LLP is made in accordance with the staffing table, approved by the director, payment for services rendered are made on the basis of contracts of a civil nature. Payment for teachers under civil law contracts is determined from 30 to 40 percent of the amount of contracts concluded with students, depending on the degree of teachers, the amount of hours and the form of training of students. Bonuses for employees are determined by the approved "Regulations" for the entire company RIPMT LLP.

Also, to ensure functional stability, RIPMT LLP incurs a number of expenses such as: sponsorship, expenses for holding conferences, round tables, printing and travel expenses, acquisition of fixed assets, inventories, rental of premises, postage, Internet.

Analytical part

RIPMT LLP carries out its activities in accordance with the Strategic Development Plan. The organization has strategic planning of its budget, well-presented financial statements, which are the strengths of this organization.

Strengths / Best Practice

- ✓ RIPMT LLP carries out its activities in accordance with the Development Strategy.
- ✓ Strategic budget planning.
- ✓ RIPMT LLP has well-presented financial statements.

EEC conclusions on the criteria:

Strong - 1

Satisfactory - 4

Suggest improvement - 0

Unsatisfactory - 0

6.10 Standard Educational resources

Evidential part

The quality of education is determined by a number of indicators, among which the main place is occupied by the quality of educational resources, namely, training resources and support of Attendees.

Currently RIPMT LLP has a modern material and technical base in several health care

facilities. There are agreements on joint activities for all Projects in the field of health care with 10 clinical bases: Regional Children's Hospital, Regional Derma Venerological Dispensary, Regional Perinatal Center No. 1, Regional Perinatal Center No. 4, Regional Clinical Hospital, Regional Endocrinological Dispensary, Regional Blood Center, Clinic "DauMed", Clinic "Symbat Nur", dental clinic of FE "Nyshankulov" (Minutes No. 1 dated January 4, 2016). The composition and content of the resources of RIPMT LLP provides the conditions necessary for the provision of quality educational services.

The building of the head office of RIPMT LLP is rented by him (RIPMT LLP) from the founder of this organization. The material and technical base of RIPMT LLP is fully equipped with computers, scanners and other necessary equipment. And using a variety of technical means in the learning process, RIPMT LLP ensures compliance with safety requirements. Employees, students, as well as teachers of RIPMT LLP are strictly guided by sanitary and hygienic standards and safety rules. Developed and approved by the Methodological Council "Occupational safety and health regulations in organizations providing vocational training, retraining and advanced training of personnel" (Minutes No. 1 dated December 31, 2015).

RIPMT LLP has access to the Internet, WI-FI, so all employees / teachers / students have access to the necessary information. And therefore, the teaching staff of RIPMT LLP provides a support service for students throughout the entire training cycle: when learning lecture and practical material by students, when working with distance learning technologies, they advise students on all emerging issues. The company's employees also provide ongoing support to clients on various issues.

In order to meet the requirements of students, distance learning technology is being implemented, based on conducting training sessions in "on-line" or "off-line" mode, without interrupting production.

RIPMT LLP widely uses distance learning technologies such as: e-mail, on-line conferences, Skype calls and other communication methods convenient for the listener through the INTERNET network. When teaching students, the distance learning system Education Map (Learning Management System) is used. This system allows students to undergo training, listen to lectures and carry out the assignments of teachers on the spot, without interrupting work.

The fundamental principle in the work of RIPMT LLP is an individual approach to work with clients. For students, the teacher is assigned individually, taking into account the specialty, the amount of hours, the period of study and teaching methods - there is no need to wait for the organization of the group. The schedule is set by the teacher individually, taking into account the wishes of the client, which makes it possible to study on the job, by creating a flexible schedule with the client, or full-fledged training remotely via the INTERNET network.

It should be noted that RIPMT LLP strives to take into account the needs of various groups of students, including students with disabilities. For this, an individual training approach is also used, including full-fledged distance learning.

To improve the quality of teaching, presentation of lecture material and the use of visual aids during training sessions in RIPMT LLP, sets of projection equipment, whiteboards and projectors are installed and are in constant operation. To provide the conditions necessary for the provision of better quality educational services, RIPMT LLP plans to expand the main educational building in the future.

In addition, to improve the curriculum, including practical skills, RIPMT LLP for students has a simulation room for the provision of emergency medical care, where training simulation equipment is used: a medical simulator for teaching cardiopulmonary resuscitation, a mannequin - simulator for teaching first aid to a child, dummy - medical simulator for training tracheostomy and tracheal intubation, model of traumatic injuries of the upper and lower extremities, model - simulator for teaching intravenous injections, model - simulator for teaching intramuscular injections, etc.

In RIPMT LLP both students and teachers have access to library resources (electronic educational methodological and scientific literature), and also, if necessary, have access to

databases.

For access to the global network "INTERNET" in RIPMT LLP, wired data transmission channels provided by "Kazakhtelecom" with Internet access with a connection speed of 7 Mbit / s are used.

RIPMT LLP has a corporate website www.RIPMT.kz "Regional Institute of Postgraduate Medical Training" RIPMT " LLP, the main resource of the company, which contains information about the company, services provided, price list and much more.

In addition, it should be noted that RIPMT LLP has a relationship with public organizations of Kazakhstan in the field of healthcare, which allows the company to use additional educational and information resources. So, the founder of RIPMT LLP is a member of the public association "Kazakh Dental Association". The public association "Kazakhstan Dental Association" is a non-profit, independent, non-governmental, self-financed organization of republican significance, based on voluntary membership of individuals and legal entities.

Also RIPMT LLP since 2015 has been fruitfully cooperating with the organization "National Business Rating". Thus, according to the results of the annual all-Kazakhstan ranking in the TOP-85 rating, RIPMT LLP took 6th place (gold) among the enterprises of the Republic of Kazakhstan in terms of the "Dynamics of the development of settlements with the budget for 2015-2016". The National Certificate for the title "Leader of the Year" was received. In 2018, RIPMT LLP, according to the rating results, took 24th place (gold) among enterprises of the Republic of Kazakhstan in terms of "Trustworthy taxpayer" and 1st place (gold) among enterprises of the South Kazakhstan region in terms of "Contribution to the state budget".

Analytical part

The material and technical base of RIPMT LLP is financially stable, constantly being improved due to the purchased new equipment.

At present, RIPMT LLP has concluded agreements on joint activities for all Projects in the field of healthcare with 10 clinical bases: Regional Children's Hospital, Regional Dermatovenereological Dispensary, Regional Perinatal Center No. 1, Regional Perinatal Center No. 4, Regional Clinical Hospital, Regional Endocrinological Dispensary, Regional Blood Center, Clinic "DauMed", Clinic "Symbat Nur", Dental Clinic IP "Nyshankulov" protocol No. 1 dated January 4, 2016

Available and free IT technologies, simulation and practical training on the basis of practice, are favorable conditions for preparing for the future competence-based implementation of medical activity.

Strengths / Best Practice

- ✓ The training equipment and software used to master the WC are sufficient and meet the safety requirements during operation.
- ✓ RIPMT LLP assesses the dynamics of development of material and technical resources and information support of OM, regularly improving and updating training equipment.
- ✓ Individual approach to clients - selection of the required list of educational literature for each student. Providing teachers with electronic versions of additional literature.

EEC recommendations:

- ✓ Provide needs for learners with disabilities.

EEC conclusions on the criteria:

Strong - 3

Satisfactory - 2

Suggest improvement - 1

Unsatisfactory – 0

6.11 Standard Public awareness

Evidential part

For RIPMT LLP, openness and informing the public about its activities is one of the main aspects of ensuring the quality assurance of education in the modern world educational space.

The purpose of informing the public for RIPMT LLP is to form a positive image in the external environment, to establish and maintain cooperation with all stakeholders by informing the general public about the various activities of RIPMT LLP. The main tasks of this process are: establishment and maintenance of relations of RIPMT LLP with the population (individuals), organizations and enterprises, public organizations, informing the public about the mission and strategic objectives of RIPMT LLP, organization of systematic advertising activities of RIPMT LLP

In RIPMT LLP there is a constant continuous work to provide information about its activities, which begins through telephone communication throughout Kazakhstan. There is a service sales department, whose managers regularly release news, providing information that is replicated through pages on social networks such as Facebook, Instagram, as well as WhatsApp, Telegram and www.RIPMT.kz messengers.

The official website of RIPMT LLP www.RIPMT.kz is open and public, formed from socially significant information for all participants in the educational process, business partners and other interested parties in accordance with the statutory activities of RIPMT LLP. The corporate website of RIPMT LLP (www.RIPMT.kz.) provides complete, objective background information about RIPMT LLP, where "casual" visitors and interested parties can find answers to all questions of interest about the services and activities of the company.

The site of RIPMT LLP operates constantly, it is regularly updated - content is filled in as new information becomes available. The website is functioning in Russian; it is planned to maintain the website in Kazakh and English.

The provision of information on the specifics of educational programs of additional education, price list, contact persons of RIPMT LLP is also carried out through the release and distribution of booklets, leaflets. I would like to note that due to the good provision of information about the activities and specifics of educational programs of RIPMT LLP, as well as due to the organization of various seminars, master classes and conferences for various medical professionals, has led to a tangible increase in the number of people interested in educational services of RIPMT LLP, having established itself as a center of professional development with a high level of training and comfortable conditions for medical and pharmaceutical workers. This can be traced in the increase in the income of RIPMT LLP (graph 5, Standard "Finance").

In addition, RIPMT LLP plans to place advertisements in the media, on city banners provided by the competent authorities and in the form of commercials in public transport.

Analytical part

For RIPMT LLP, openness and informing the public about its activities is one of the main aspects of ensuring the quality of education in the modern world educational space.

The site of RIPMT LLP operates constantly, it is regularly updated - the content is filled as new information becomes available. The website is functioning in Russian; it is planned to maintain the website in Kazakh and English.

Strengths / Best Practice

The organization demonstrates:

✓ RIPMT LLP has a wide range of ways to disseminate information (including media, banners, videos in public transport) to inform the general public and interested parties.

EEC recommendations

✓ All information about the external evaluation procedure or preparation for an external

evaluation should be posted on the external resources of the organization.

EEC conclusions on the criteria:

Strong - 1

Satisfactory - 5

Suggest improvement - 1

Unsatisfactory - 0

(VII) OVERVIEW OF STRENGTHS / BEST PRACTICES FOR EACH STANDARD

Standard 1. "Strategic development and quality assurance"

Strengths / Best Practice:

- ✓ The mission and strategic goals of RIPMT LLP correspond to the available resources and capabilities of RIPMT LLP and the requirements of the labor market.
- ✓ The activities of RIPMT LLP fully comply with the current legislation of the Republic of Kazakhstan.
- ✓ The entire staff of RIPMT LLP is aimed at implementing the mission, achieving strategic goals and fulfilling the strategic objectives of RIPMT LLP.
- ✓ Stability and initiative of the team, partnership and business relations between employees, teachers and students.
- ✓ Formation of partnerships with domestic and foreign educational and healthcare organizations.

Standard 2. "Leadership and Management"

The organization demonstrates:

- ✓ Compliance of the organizational structure and documents on its functioning with its own mission and development strategy;
- ✓ Clear definition of those responsible for business processes, distribution of job responsibilities of personnel, delineation of functions of collegial bodies
- ✓ Degree of satisfaction of the needs of teachers, staff and students with the management system
- ✓ All management, as well as employees were trained under the programs "Management in Education", "Management in Healthcare".
- ✓ An effective financial reporting mechanism, a mechanism for the acceptance and distribution of financial resources, as well as a mechanism for assessing the effectiveness of the use of financial resources

- ✓ All managers and administration are open and accessible to students and teachers.
- ✓

Standard 4. "Development and approval of curricula for additional education"

- ✓ The teaching staff of RIPMT LLP and employers participate in the development and management of educational programs, in ensuring their quality.
- ✓ The structure of the Working curriculum provides for various types of activities, the content of which contributes to the development of professional competencies of students, taking into account their personal characteristics;
- ✓ Educational equipment and software used for mastering Working Curriculum are similar to those used in the respective medical organizations.
- ✓ The organization provides equal opportunities for students, incl. regardless of the language of instruction.

Standard 5. "Continuous monitoring and periodic evaluation of educational programs"

- ✓ Continuous improvement of the curriculum, its systematic monitoring throughout the

academic year and revision of the content, taking into account changes in the labor market, the requirements of employers, etc.

Standard 6. "Personality-oriented approach in the implementation of additional education curricula"

- ✓ RIPMT LLP implements the principle of integrity of the pedagogical process, deep integration of all subsystems and processes in the specialties of additional education.
- ✓ All students are provided with equal opportunities, regardless of the language of instruction, to form an individual curriculum aimed at the formation of professional competencies.
- ✓ In LLP "RIPMT" the transparency of the entire educational process and the knowledge control system is ensured and the listener is provided with a wide range of educational services, applying modern educational technologies in teaching and ensuring continuous monitoring of the quality of education.

Standard 7. "Listeners"

- ✓ RIPMT LLP provides conditions for personal development and training of students.
- ✓ Provides a high-quality level of organization and conduct of professional practices in the specialties of extended education.
- ✓ A sufficient number of contracts with clinical bases was noted, which makes it possible to provide high-quality educational services
- ✓ The availability of a policy for the formation of the students contingent and the transparency of its procedures.

Standard 8. "Teachers"

- ✓ RIPMT LLP engages in teaching the best foreign and domestic specialists of the relevant industries in accordance with their diploma qualifications and / or experience in production, all personnel procedures are transparent.
- ✓ The presence of moral (awards, certificates) and material (bonuses, additional rewards) motivation for the professional and personal development of IN-SERVICE teachers.

Standard 9. "Finance"

- ✓ RIPMT LLP carries out its activities in accordance with the Development Strategy.
- ✓ Strategic budget planning.
- ✓ RIPMT LLP has well-presented financial statements.

Standard 10. "Educational resources"

- ✓ The training equipment and software used to master the UE are sufficient and meet the safety requirements during operation.
- ✓ RIPMT LLP assesses the dynamics of development of material and technical resources and information support of OM, regularly improving and updating training equipment.
- ✓ Individual approach to clients - selection of the required list of educational literature for each student. Providing teachers with electronic versions of additional literature.

Standard 11. "Public awareness"

- ✓ RIPMT LLP has a wide range of ways to disseminate information (including media, banners, videos in public transport) to inform the general public and interested parties.

(VIII) OVERVIEW OF RECOMMENDATIONS FOR IMPROVEMENT OF QUALITY

Standard 1. «Strategic development and quality assurance»

Recommendations of EEC: none

Standard 2. "Leadership and Management"

- ✓ To successfully ensure the activities of RIPMT LLP, including the management and monitoring of business processes and their improvement, to strengthen the audit work of the internal quality assurance system on a regular basis.
- ✓ Carry out management processes, including planning and allocating resources for the implementation of additional education programs in accordance with the development strategy
- ✓ Monitor the satisfaction of teachers, staff and students with the management system
- ✓ Improve the document management system,
- ✓ It is necessary to register copyright, including for the developed educational programs.

Standard 3. «Information management and reporting»

Recommendations of EEC: none

Standard 4. "Development and approval of curricula for additional education"

- ✓ Develop a unified form of coordination and approval of educational programs
- ✓ Engage students more actively in curriculum development
- ✓ More actively apply innovative teaching methods in the learning process.

Standard 5. «Continuous monitoring and periodic evaluation of training programs»

Recommendations of EEC: none

Standard 6. "Personality-oriented approach in the implementation of additional education curricula"

- ✓ More actively apply various forms of problem-oriented, personality-oriented and project-organized approaches to learning: business games, case method, individual-group forms of work, round tables, press conferences

Standard 7. "Listener"

- ✓ Strengthen work on the development of teaching aids to ensure the quality of education.

Standard 8. "Teachers"

- ✓ Provide opportunities for professional and personal development for part-time teachers.

Standard 10. "Educational resources"

- ✓ Provide needs for learners with disabilities.

Standard 11. "Public awareness"

- ✓ All information about the external evaluation procedure or preparation for an external evaluation should be posted on the external resources of the organization.

**(IX) REVIEW OF RECOMMENDATIONS FOR THE DEVELOPMENT OF
EDUCATIONAL ORGANIZATION**

Initiate joint educational projects with Kazakhstani and foreign educational organizations and introduce relevant research results into the educational process.

The development strategy of RIPMT LLP is based on the implementation of the concept of an educational institution, which implies the mandatory integration of educational and innovative activities. This will make it possible to solve the strategic goals set for RIPMT LLP.



Appendix 1. Evaluation table «PARAMETERS OF THE INSTITUTIONAL PROFILE»

№	№	Criteria for evaluation	Position of the educational organization			
			Strong	Satisfactory	Suggest improvement	Unsatisfactory
Standard «Strategic development and quality assurance»						
1		The organization of extended education should: To direct the mission to reflect the vision and strategy to meet the needs of the state, society, economic sectors, employers, students and other stakeholders, to comply with the management system for ensuring the quality of services for training, retraining and / or advanced training.	+			
2		Fully comply with the current legislation of the Republic of Kazakhstan in the field of education and science.	+			
3		Demonstrate the transparency and consistency of the processes of development, monitoring and regular revision of the mission, vision, strategy for ensuring the quality management system for training, retraining and / or advanced training.		+		
4		An important factor is the development and implementation of a development strategy based on an analysis of external and internal factors for determining the goals and objectives of the activity, allowing to reveal the uniqueness of the Organization, as well as ensuring the representativeness of representatives of stakeholder groups.	+			
Total by standard			3	1		
Standard "Leadership and Management"						
5		Implement management processes, including planning and resource allocation for the implementation of additional education programs in accordance with the strategy.			+	
6		Demonstrate the effectiveness and improvement of the internal quality assurance system.			+	
7		Demonstrate a risk management analysis.			+	
8		Demonstrate the analysis of the effectiveness of changes, including in the management of educational programs of extended education.		+		
9		Demonstrate the analysis of the identified inconsistencies, the implementation of the developed corrective and preventive actions within the framework of extended education curricula.			+	
10		Demonstrate a clear definition of those responsible for business processes, an unambiguous distribution of job duties of personnel, delineation of the functions of collegial bodies.	+			
11		An important factor is to ensure the management of the educational process through the management of additional education curricula, including the assessment of their effectiveness.	+			
12		Demonstrate the successful functioning of an internal quality assurance system, including the design, management and			+	

		monitoring of business processes, their improvement, and decision making based on facts. Provide evidence of the transparency of the organization's management system.				
13		Demonstrate evidence of openness and accessibility of managers and administration for students, teachers, employees, employers (blogs on the Organization's website, official reception hours for personal matters, e-mail communication, etc.). “	+			
14		Demonstrate the presence and evidence of intensive use of the monitoring system in management processes (contingent of students and trainees, resources, personnel, educational and methodological scientific and methodological, scientific and international activities and other areas).		+		
15		The organization must demonstrate that it has a communication channel to make innovative proposals for improving its performance. The organization should demonstrate examples of how these proposals are analyzed and implemented.	+			
16		Provide training for management and staff in Management in Education programs.	+			
		Total by standard	5	2	5	
Standard «Information management and reporting»						
17		Show the functioning of the system for collecting, analyzing and managing information based on the use of information and communication technologies and software.		+		
18		Demonstrate the systematic use of processed, adequate information to improve the internal quality assurance system.		+		
19		Show the availability of a reporting system at all levels of the organizational structure, including an assessment of the effectiveness and efficiency of the units, curricula of additional education.		+		
20		Demonstrate the frequency, forms and methods of assessing the management of WC, the activities of collegial bodies and structural divisions, management.		+		
21		Demonstrate the existence of a communication mechanism with students, employees and other stakeholders, including the existence of mechanisms for resolving conflicts.		+		
22		Provide a measure of the satisfaction of the needs of teachers / trainers, staff and learners.		+		
		Total by standard		6		
Standard «Development and approval of curricula for additional education»						
		The organization of extended education should:				
23		Define and document procedures for the development of the WC and their approval.		+		
24		Demonstrate the conformity of the developed WCs with the established objectives, including the intended learning outcomes for each training program.	+			
25		Provide evidence of the participation of students, teachers and other stakeholders in the development of the WC, ensuring their quality.	+			
26		Show the conduct of external examinations of educational programs.	+			
27		Confirm the mastery of the curriculum with a document received by the student (a certificate that indicates the student's category, the name of the course and the amount of hours, the period of passage).	+			

28		Show the provision in the structure of curricula for various activities corresponding to the learning outcomes.		+		
29		Demonstrate the effectiveness of regular analysis of the sufficiency and modernity of the resources available to the UE - classrooms, training workshops, educational facilities, computer equipment and software, financial resources, teaching aids and materials, etc.	+			
		Total by standard	5	2	0	
Standard «Continuous monitoring and periodic evaluation of training programs»						
		The organization of extended education should:				
30		Monitor and periodically evaluate WC to achieve the goal and meet the needs of students and society.		+		
31		Show that there is a mechanism for communicating any planned or taken action on the WC. All changes made to the curriculum must be published on the site.		+		
32		The organization of education should ensure the revision of the content and structure of the WC, taking into account changes in the labor market, the requirements of employers and the social demand of society based on the results of monitoring.	+			
33		An important factor is the updating of the Curriculum Catalog by continually expanding courses.		+		
		Total by standard	1	3		
Standard «Personality-oriented approach in the implementation of curricula for additional education»						
		The organization of extended education should:				
34		Provide attention to different groups of learners and their needs.	+			
35		Ensure the use of various forms and methods of teaching. Demonstrate the use of different teaching methods and the assessment of learning outcomes, as well as the existence of a feedback system on their application.			+	
36		Demonstrate that there is a procedure for responding to student complaints.	+			
37		Ensure consistency, transparency and objectivity in the learning outcome assessment mechanism, including appeal.	+			
38		Ensure that the procedures for assessing student learning outcomes are consistent with the planned learning outcomes and program objectives. Assessment criteria and methods must be published in advance.	+			
39		Determine the mechanisms for ensuring the mastering of learning outcomes by each student and ensure the completeness of their formation.	+			
40		Evaluators should be familiar with modern methods of assessing learning outcomes and regularly improve their qualifications.	+			
		Total by standard	6	0	1	
Standard «Listeners»						
		The organization of extended education should:				
41		Demonstrate the policy of forming a contingent of students and ensure the transparency of its procedures The procedures governing the implementation of the student's curriculum (from the beginning to the end of the training) must be defined, approved, published.	+			
42		Provide for adaptation and support for beginners in the implementation of special training programs (taking into account the specifics of the industry).	+			
		The organization should carry out the organization of the			+	

43		development of teaching aids, recommendations for improving the content of educational and methodological work to ensure the quality of education.				
44		Provide students with documents confirming the obtained learning outcomes, the qualifications obtained (the content of the training and evidence of its completion).	+			
45		An important factor is the monitoring of the professional activity of students.	+			
		Total by standard	4	0	1	
Standard «Teachers»						
46		Have an objective and transparent personnel policy, including recruitment, professional growth and personnel development, ensuring the professional competence of the entire staff.			+	
47		Demonstrate the compliance of the staff potential of teachers with the development strategy of the organization and the specifics of the UP.			+	
48		Ensure the monitoring of the activities of teachers, a systematic assessment of their competence, a comprehensive assessment of the quality of teaching. Demonstrate the change in the role of the teacher / trainer in connection with the transition to student-centered learning.		+		
49		Determine the contribution of teachers / trainers to the implementation of the organization's development strategy and other strategic documents.		+		
50		Provide career and professional development opportunities for teachers / trainers. Involve practitioners from relevant industries in teaching.			+	
51		Demonstrate the motivation for professional and personal development of teachers.			+	
52		An important factor is the attraction of the best foreign and domestic teachers and trainers.	+			
		Total by standard	1	2	4	
Standard «Finance»						
53		The organization of extended education should: Carry out their activities in accordance with the Development Strategy.	+			
54		Show the availability of operational and strategic planning for the budget.		+		
55		Present the implementation of financial management policies, including financial reporting.		+		
56		Demonstrate the existence of an internal audit system and the results of regular external, independent audits.		+		
57		Demonstrate a mechanism for assessing the financial support of an organization's activities, incl. Development strategies of the organization, improving the development of WC.		+		
		Total by standard	1	4		
Standard «Educational resources»						
		The organization of extended education should:				
58		Demonstrate the conformity of the material and technical resource for the implementation of the WC.	+			
59		Show the availability of support from various groups of learners, including information and counseling.	+			
60		Demonstrate the compliance of information resources with the specifics of the WC, including compliance in the following areas: - technological support for students and teachers / trainers in accordance with educational programs;		+		

		- library resources, including educational, methodological and scientific literature, access to databases; - examination of the results of educational and methodological activities of teachers for plagiarism and students; - access to educational Internet resources; - functioning of WI-FI on the territory of the Organization.				
61		Ensure compliance with safety requirements in the training process.	+			
62		Strive to take into account the needs of various groups of learners, including learners with disabilities.			+	
63		An important factor is the availability in the Organization of educational equipment and software used for mastering WC in accordance with similar ones used in the respective industries.		+		
Total by standard			3	2	1	
Standard «Public awareness»						
64		Publish information about the organization that is objective, current, accurate and include: - information about the curriculum being implemented, indicating the expected learning outcomes; - information on the possibility of assigning a qualification at the end of the FDD with an indication of the student's category, the name of the course and the amount of hours; - information about training, assessment procedures.	+			
65		Use a variety of ways to disseminate information (including mass media, web resources, information networks, etc.) to inform the general public and stakeholders.		+		
66		Inform the public, providing support and clarification of continuing education, including non-formal education, retraining and advanced training.		+		
67		Demonstrate the reflection on the web resource of information characterizing the Organization as a whole and in the context of the FDD.		+		
68		Post information and links to external resources about the results of external evaluation procedures.			+	
69		An important factor is the availability of objective information about teachers / trainers, in the context of personalities.		+		
70		An important factor is the placement of information on cooperation and interaction with partners, including consulting organizations, business partners, social partners and educational organizations.		+		
Total by standard			1	5	1	
TOTAL			30	27	13	0