

EDUCATIONAL INSTITUTION "ALIKHAN BOKEIKHAN UNIVERSITY"

Reviewed
at the council meeting
Protocol № 6, 02/28/2022

I approve
Dean of the Faculty of Humanities
PhD, Candidate of Historical Sciences



PLAN FOR THE
DEVELOPMENT OF THE EDUCATIONAL PROGRAM
7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian)
for 2020-2025 years.

Considered at the extended meeting
of the Department of Philology
Protocol No. 6 dated 02.18.2022
Head of the Department PhD Mursalim G.O.

(signature)

Content

1	General provisions.....	3
2	Analysis of the current situation and trends in the development of the labor market and educational services.....	5
3	Development of the educational program in the specialties 6B01707 "Kazakh language and literature", 6B02313 "Philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian).....	11
4	Mechanisms for implementing the EP development plan.....	14
5	Risk management.....	16
6	Financial support of the EP development plan.....	18

PLAN OF DEVELOPMENT OF EDUCATIONAL PROGRAMS 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian) for 2020-2025years.

Mission and strategy

The mission of the EP : to train competitive personnel with higher and postgraduate education in a wide range of areas focused on the industrial and innovative development of the region.

Strategy: creation of an educational program aimed at meeting the needs of a changing society.

Purpose of EP: providing a system of high-quality training of competitive specialists in the field of philological education with deep knowledge and practical skills, capable of research activities in the field of linguistics and literary studies, as well as in the scientific and methodological field of modern educational concepts and teaching technologies, possessing linguistic and communicative competence, using information technologies in higher education, able to independently and effectively solve pedagogical problems in the field of philology.

Objective of EP

- improvement of conditions for obtaining a full-fledged high-quality professional education;
- involvement of employers in the process of improving the EP in order to determine the professional competencies of the graduate, the preparation of educational and methodological equipment of disciplines;
- intensification of cooperation with foreign scientists in order to exchange experience, implement joint scientific research and publish educational and methodological literature of a new generation;
- creation of conditions for independent search and research activities of the student within the framework of the research work of the undergraduate at all stages of his training;
- organization of consultations of employers and scientists in the selection of relevant and practically significant topics of master's theses;
- development and implementation of joint educational programs and innovative projects to create organizational and pedagogical conditions for achieving modern quality of education;
- application of new innovative approaches aimed at improving

1. General provisions

Specialists are being trained in EP 6B01707 "Kazakh language and literature", 6B017 "Training of teachers of language and literature", 6B023 "Languages and literature", 6B02313 "Philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian)

Preparation of students according to the educational program 6B01707 "Kazakh language and literature" has been carried out since 2009 on the basis of the appendix to license No. 0111732. In February 2015, EP 6B01707 "Kazakh language and literature" was specialized accreditation by the Independent Kazakh Agency for quality assurance in education (the number of the certificate of accreditation SA # 0046/1, valid for 27.03.2020 28.03.2015 years).

Preparing students for the educational program 6B02313 "Kazakh Philology" is carried out in 2009 on the basis of the application for a license No. 0111732. In February 2015, it passed specialized accreditation in the independent Kazakhstan Agency for Quality Assurance of Education (SA accreditation certificate number No. 0046/1 dated 28.03.). In 2019, EP 6B02313 "Kazakh Philology" was included in the register of educational programs of the unified higher education management system of the Ministry of Education and Science of the Republic of Kazakhstan.

The training of undergraduates in EP 7M02303 "Philology (Kazakh)" has been carried out since 2009 on the basis of the appendix to license No. 0064053. In February 2015, EP "Philology" passed specialized accreditation in the independent Kazakhstan Agency for Quality assurance in Education (SA accreditation certificate number No. 0046/1 is valid from 28.03.2015 to 27.03.2020). Training of undergraduates under the educational program 7M02304 Philology (Russian) has been carried out since 2009 on the basis of the appendix to the license KZ 041LAA00032042 dated 17.09.2021 The relevance of the educational program lies in making effective management decisions to achieve the goals set for the educational program itself, taking into account the needs of the market and the demands of consumers of educational services.

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Regulatory framework of educational programs:

-Developed on the basis of the state mandatory standard of higher education in accordance with the Order of the Ministry of Education and Science of the Republic of Kazakhstan № 604 dated 31.10.2018.

-Professional standard "Teacher".

- Appendix to the Order of the Chairman of the Board of the National Chamber of Entrepreneurs of the Republic of Kazakhstan "Atameken" № 133 dated June 8, 2017

- The State Program for the development of Education and Science of the Republic of Kazakhstan for 2020-2025;

- The Strategic Plan of the Ministry of Education and Science of the Republic of Kazakhstan for 2020-2024;

- The Development Strategy of ABU for 2020-2025

- The Law of the Republic of Kazakhstan "The status of a teacher" dated January 28, 2020.

2. Analysis of the current situation and trends in the development of the labor market and educational services.

Educational programs have been developed within the framework of an integrated approach, taking into account a student-oriented approach to learning. Both social partners and students are involved in the formation of educational programs. In order to prepare educational programs for international accreditation, it is necessary to involve foreign partner universities in reviewing educational programs based on a modular competence approach. For the organization of the educational process with the use of distance technologies, the AIS University platform is successfully functioning, which allows implementing an asynchronous learning model. Synchronous training is carried out in accordance with the approved schedule by organizing videoconferences or webinars for academic groups by university teachers through the ZOOM, CiscoWebEx, etc. platforms.

Strong points:

- allocation of extra-budgetary funds by the university for teaching English to the teaching staff of the EP;
- the allocation of extra-budgetary funds by the university for the improvement and development of new knowledge through the passage of advanced training courses in new digital technologies by the teaching staff of the EP;
- opening of new research and training laboratories and attracting social partners;
- digitization of educational and methodological literature on EP available in the university library.

Weak points:

- insufficient transparency of the education quality system;
- The system of post-course support of graduates is poorly implemented. In this regard, it is necessary to increase the number of programs of multilingual education of the university in order to increase the level of language training of teaching staff and students of the university. The university has a Multilingual Education Center for teaching foreign languages. In the 2019-2020 academic year, students and teachers of the educational program at the expense of extra-budgetary funds of the university studied English at the Educational and Scientific Center "Erudit" in Semey.

External factors:

- expansion of academic freedom of universities in determining the content of educational programs;
- the possibility of introducing additional Minor educational programs for university students as part of the development of the Major basic educational program;
- development and approval of professional standards;
- Creation of the Center for Methodological Innovations at the National Academy of Education named after I. Altynsarin.

Internal factors:

- the allocation of extra-budgetary funds by the university for the opening of a robotics laboratory, workshops on the basics of entrepreneurship and business, media studios of literary circles, etc. for students of general education and secondary professional institutions;
- the allocation by the university of extra-budgetary funds for teaching the teaching staff of the educational program in English.

Every year, the university plans and successfully implements a number of tasks aimed at the development of research activities of educational programs.

The results of this work are reflected in the following:

- implementation of research projects carried out by the university and its scientific and structural units;
- organization and holding of scientific and practical events within the walls of the university

with the invitation of famous scientists and practitioners, young scientists and students;

- publications of scientific works.

The main requirements for research activities at the university are relevance, high theoretical level, practical significance and close connection with the educational process, as well as the level of commercialization of scientific developments in order to make a significant contribution to the development of the region and the country as a whole. The performers of the research work in the educational program are the teaching staff of the university, researchers, students, undergraduates and doctoral students.

Strong points:

- high scientific potential of teaching staff in educational programs 6B01707 "Kazakh language and literature", 6B02313 "Philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian);

- individual members of the teaching staff of the department are the executors of the scientific project "Onomastic space of the East Kazakhstan region as a form of reflection of spirituality and the national code (on the example of toponymic names of the Tarbagatai, Ayaguz, Urdzhar regions)", which received grant funding for scientific and (or) scientific and technical projects for 2018 -2020;

- research work of the educational program is provided with a specific infrastructure;

- training in educational programs bachelor's degree - master's degree - doctoral studies;

- opening of a dissertation council for the defense of dissertations for the degree of Doctor of Philosophy (PhD) in the specialty 6D020500 "Philology" in accordance with the order of the Ministry of Education and Science of the Republic of Kazakhstan dated April 10, 2020 No. 148 (The term of the dissertation council is 3 years, until April 13, 2023)

- high level of scientific publications of teaching staff, students, undergraduates, doctoral students in foreign and domestic publishing houses.

Weak points:

- the problem of attracting talented youth and highly qualified specialists to research activities remains;

- insufficient possession of modern research skills;

- insufficient knowledge of a foreign language for the full promotion of the results of scientific research in the international scientific space.

External factors:

- aging of personnel with academic degrees; - science and sectoral scientific research are not coordinated by a single body; - continuous reform of state norms and standards that affect the training of scientific personnel (constant change in the requirements for awarding degrees).

Internal factors:

- insufficient connection between science, education and production, and, consequently, insufficient volume of commercialization of scientific developments;

- insufficient use by researchers of new scientific databases;

- insufficient level of effectiveness and citation of scientific research by university scientists.

The priority task of the state is to create conditions for the self-realization of young people and the formation of their competitiveness. To achieve this goal, the university approved the "Concept of educational work of the Kazakh Humanitarian-Legal Innovative University", which is a scientifically based set of approaches to the main goals, objectives, principles, content and directions of educational work for OP 6B01707 "Kazakh language and literature", 6B02313 "Philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian) Educational work on educational programs is carried out on the basis of the Rukhani zhangyru program and the Tuganzher, Sacred Geography of Kazakhstan, Modern Kazakh Culture in the Global World, 100 New Faces of Kazakhstan projects aimed at preserving and increasing spiritual and cultural values.

Strong points

- to implement the main tasks of the ABU Educational Work Concept, the University operates the Youth Policy Center (CMP), which is a structural unit of the university and creates optimal conditions for ensuring the intellectual, spiritual, moral and physical development of students;

- the student self-government system is implemented through the work of creative groups: the Enactus ABU team, Urker, the youth wing Zhas Otan, the ABU Students Alliance, the Commonwealth of Young Lawyers public foundation, the KVN ABU union, the debate club Everest”, charitable organization “Ak niet”, “Business incubator”, etc.;

- providing a safe and comfortable environment for EP students;

- ensuring the intellectual, spiritual, moral and physical development of the student;

-development of universal creative abilities, stimulation and development of civic responsibility, patriotism, legal awareness, political culture of youth, value attitude to the environment;

- development of mechanisms to support talented youth: creating conditions for obtaining a quality education that meets international standards, developing and supporting young talents, supporting youth initiatives;

Weak points:

- insufficient participation of students in international and republican scientific conferences and projects;

- insufficient coverage of university students in student organizations of the university.

External factors:

- internal political stability;

- sustainable socio-political development; - the influence of various destructive religious associations;

- increased risks for young people (crime, drug addiction, suicide, etc.).

Internal factors:

- a system of interaction between youth public organizations of universities and state structures at the republican, regional and local levels has been established;

- conditions have been created for the activation of creative initiative, self-improvement and self-development of students based on the expansion of student self-government and their involvement in all spheres of university life.

Every year, international cooperation in educational programs is expanding, opportunities are being sought for the implementation of academic mobility programs for teaching students in foreign universities, as well as the development of joint educational programs. Every year, undergraduates, doctoral students and young teachers undergo foreign scientific internships. In March 2019, students, undergraduates and doctoral students of EP 6B01707 "Kazakh language and literature", 6B02313 "Philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian) (total 15 people) underwent a foreign internship at the Center for the Study of Kazakh language, culture and exchange of scientific and technical information, opened by our university at the Sofia Technical University (Bulgaria).

In October-November 2019, doctoral students of the Department of Philology underwent foreign internships at Turkish universities. The university implements joint double-diploma educational programs with foreign universities. Since 2018, together with the Varna University of Management, the MBA educational program has been implemented. In October 2019, dissertations were defended under this program, 5 doctoral students and undergraduates of the Department of Philology received diplomas.

Strong points:

- implementation of double-diploma educational programs jointly with foreign universities;

- purposeful implementation of the program of internal academic mobility of students, undergraduates (Turan University, Nur-Sultan)
- Every year, international summer and winter schools are held for city schoolchildren and university students in various areas: developing entrepreneurial skills, improving language competence, etc. ABU annually invites foreign scientists, specialists, including top management of the university;
- implementation of a targeted program of academic mobility of students, undergraduates at the University of Pamukalle, Denizli (Turkey);
- the functioning of the "Cultural and educational center named after. Abay" with a foreign representation at the Sofia Technical University (Republic of Bulgaria).

Weak points:

- insufficient knowledge of a foreign language by students of non-linguistic specialties, as well as teaching staff;
- insufficient funding for the development of academic mobility programs for students;
- insufficient awareness of the teaching staff about the possibilities of participation in international projects, programs, low motivation of the teaching staff.
- low motivation of teaching staff to improve language skills.

External factors:

- competition from other universities in the region;
- changes in the political situation in the country and in the Eurasian space, the emergence of local conflicts;
- changes in the economic situation in the country, further depreciation of the national currency;
- the lack of the opportunity for ABU students and teachers to travel to foreign universities and invite foreign scientists to the university due to the introduction of quarantine and restrictive measures, the closure of borders.

Internal factors:

Improving the language competence of students and teaching staff through the implementation of a multilingual education program:

- participation in international programs and projects on academic mobility of students of the EP, increasing the potential of the organization (Erasmus projects), the possibility of studying on international grants;
- attracting other extra budgetary sources of financing for the development of international projects and programs.
- in order to increase motivation, the introduction of a differentiated system of remuneration for teaching staff and employees who speak foreign languages.

The material and technical base of the university consists of a single complex and includes 6 educational buildings, a swimming pool, 2 sports complexes, a military department building and an educational and training base, an educational and training complex, 15 scientific laboratories equipped with modern equipment for research in various fields scientific knowledge, House of students (dormitory). These buildings are owned by the university in accordance with the technical passports issued by the real estate authority, and comply with current sanitary standards, fire safety requirements. To achieve the goals of EP 6V01707 "Kazakh language and literature", 6V02313 "Kazakh philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian), specialized classrooms function at the Faculty of Humanities.

The resource support of the EP includes:

- legal support: orders, regulations, job descriptions of the teaching staff of the department;
- scientific and methodological support: methodological recommendations for the

implementation of working curricula, SIW, practical tasks, student practices; software and methodological support: teaching aids, development of author's training programs;

- information support: website of the organization of education, departments, groups in social networks;

- staffing: teaching staff, advanced training, participation in seminars, conferences, internships, consulting - organizational support: drawing up an educational program, work plans for the study program;

- Logistical support of the EP: equipping the EP with organizational and technical means, purchasing software, options for electronic textbooks, visual aids, educational equipment, dictionaries, encyclopedias, teaching aids, textbooks;

- financial and economic support: activities for the preparation of estimates, applications for the acquisition of relevant teaching aids. Most classrooms in the educational buildings of the university are equipped with projectors and interactive whiteboards, which creates additional opportunities for effective classes. Practical and seminar classes are held in specialized rooms. There are also educational and scientific laboratories equipped with modern equipment: a room with computer information systems No. 24, a methodical room No. 6 for the study of language disciplines, a Center for Media and Oratory No. 7, a scientific and methodological room No. 23, Lingophone room No. 24, Center "Rukhani zhangyru" No. 26, hall - lecture hall No. 28 named after M. O. Auezov.

Electronic educational publications and electronic textbooks are developed taking into account the principles of virtuality, dynamism, WEB-orientation and can be used by students in the classroom, in research work. They are created in the Macromedia Flash system with hyperlinks, multimedia elements, audio, video files, graphic images. Students have the opportunity to work with an interactive program and control knowledge in the form of testing. The activities of the university library are aimed at fully satisfying the information needs of students. The necessary conditions for independent work have been created. The library organizes its work in accordance with the requirements of the most important regulatory documents contained in the "Regulations on the ABU Library". The disciplines of educational programs 6B01707 "Kazakh language and literature", 6B02313 "Kazakh philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian) are provided with basic and additional educational, educational and methodological literature. There is an extensive fund of educational, educational and methodical and art publications. Also, students are provided with educational and methodological materials published by university teachers.

Strong points:

- carrying out at the university verification of theses (projects), master's theses according to the "anti-plagiarism - university" system; - educational program for the adaptation of people with disabilities to inclusive education;

Weak points:

- lack of funding for the acquisition of resource, material and technical support of the EP.

External factors:

- competition from other universities in the region; - there are changes in the economic situation in the country, a further depreciation of the national currency.

Internal factors:

- development of the educational program, attraction of additional sources of financing for its resource support;

- availability of information systems accompanying the educational process of the educational program;

- access of teachers and students to Wi-Fi - networks throughout the university, departments and hostel are connected to the Internet;

- an objective and transparent personnel policy, including recruitment, professional growth

and development of teaching staff, ensuring the professional competence of the entire staff. Filling the AIS "Platonus" with educational and methodological documentation in the context of the disciplines of the EP, including structured information (presentation materials, video materials, lecture notes, current educational literature, etc.).

3. Development of the educational program in the specialties 6B01707 "Kazakh language and literature", 6B02313 "Philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian) includes the following areas:

- the focus of the educational process on the continuity of professional training;
- improvement of the educational program for the competence of specialists;
- organization of the educational process based on modern educational technologies and active teaching methods;
- training of competitive specialists with high functional literacy and critical thinking;
- effective use of scientific and human potential;
- modernization of the mechanisms for organizing educational activities in the framework of the comprehensive development of students.

The purpose of educational programs in the specialties 6B01707 "Kazakh language and literature", 6B02313 "Kazakh philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian): providing a system of high-quality training of competitive specialists in the field of philological education, with deep knowledge and practical skills, capable of research activities in the field of linguistics and literary criticism, as well as in the scientific and methodological field on modern educational concepts and teaching technologies, possessing linguistic and communicative competence, using information technologies in higher education, able to independently and effectively solve pedagogical problems in the field of philology.

Objectives in accordance with the goals and directions of the EP in the specialties 6B01707 "Kazakh language and literature", 6B02313 "Philology", 7M02303 "Philology" (Kazakh), 7M02304 "Philology" (Russian):

- improving the conditions for obtaining a full-fledged high-quality professional education;
- involvement of employers in the process of improving the EP in order to determine the professional competencies of the graduate, the preparation of educational and methodological equipment for disciplines;
- activation of cooperation with foreign scientists in order to exchange experience, implement joint scientific research and publish educational and methodological literature of a new generation;
- creation of conditions for independent search and research activities of the student in the framework of the research work of the undergraduate at all stages of his education;
- organization of consultations for employers and scientists when choosing relevant and practically significant topics for master's theses;
- development and implementation of joint educational programs and innovative projects to create organizational and pedagogical conditions for achieving the modern quality of education;
- application of new innovative approaches aimed at improving the scientific and theoretical qualification of EP programs;
- deepening professional competencies in the field of topical problems of modern literary criticism and linguistics;
- professional development of teachers;
- creation of conditions for the implementation of academic mobility of teachers and students.

Expected results:

1. Organization and conduct of training sessions in subjects related to modern trends in the development of literary criticism and linguistics: new areas of literary criticism, modern methods in philological education, problems of studying "returned literature", the main directions of linguistic research in the Republic of Kazakhstan, etc.
2. Possession of the terminological base and theoretical provisions of linguistic and literary disciplines studied by undergraduates.

3. Knowledge of a professional language, methodological aspects of the study of linguistics and literary criticism, which allows teaching philological disciplines at a university.

4. Effective use in practice of the received scientific and theoretical knowledge in the courses studied, free use of new learning technologies in the educational process.

5. The ability to develop didactic, test and measuring materials, the implementation of organizational skills in professional activities.

6. Ability to select, systematize, generalize, characterize scientific information.

7. Mastering the skills of oral and written speech of different genres, eloquence in the oral form of speech in accordance with the norms of the literary language and the communicative qualities of speech.

8. Improving pedagogical skills, professional self-education using innovative approaches, including ICT technologies, in teaching literary and linguistic disciplines.

9. Application of acquired knowledge in various subjects in solving pedagogical problems, the ability for social cooperation.

10. Familiarity with the highest social and aesthetic values, the ideas of humanistic pedagogics.

Table of indicators and activities:

Indicators of forms	Unit of measurement	periods					
		2020	2021	2022	2023	2024	2025
1	2	3	4				
Training of philologists in accordance with the requirements of the modern labor market, taking into account the process of updating the content of secondary education of the Republic of Kazakhstan	collectively	2	3				
Expansion and deepening of professional competencies in the field of topical problems of literary studies and linguistics	collectively	2	3				
Establishing strong contacts with strategic partners and other stakeholders	%	40	45	0	5	0	65
Improving the professional qualifications of teachers	%	100	100	100	100	100	100
Creation of conditions for the implementation of academic mobility of teachers and students	%	40	45	0	5	0	65
Carrying out activities aimed at ensuring the intellectual, spiritual and moral development of students, the development of creative abilities, patriotism in accordance with the implementation of the state program "Rukhani zhangyru"	%	40	45	0	5	0	65
Measures for the implementation of the object indicators		2020	2021	2022	2023	2024	2025

Expansion of pedagogical, psychological, methodological knowledge of teachers that meet the new paradigm of education, based on modern educational requirements (through participation in seminars, round tables).	X	X	X		X	X
Coordination of joint work with strategic partners in current and promising areas of the EP	X	X	X		X	X
Organization of events and competitions among students of general education and secondary vocational institutions on the programs of additional education introduced at the university					X	X
Updating of educational programs of higher education in the field of education "pedagogical sciences" taking into account the updated content of secondary education, postgraduate education on the basis of the professional standard "Teacher"			X		X	X
Increasing the number of publications in journals recommended by the CCES MES RK, increasing the share of publications in foreign journals with a non-zero impact factor	X	X	X		X	X
Participation in scientific and scientific-technical grant funding competitions						
Organization of seminars and lectures by scientists from leading educational institutions of the Republic of Kazakhstan and foreign countries			X		X	X

4. Mechanisms for implementing the EP development plan

The development plan for the development of the EP provides a comprehensive approach to the implementation of activities aimed at achieving the goal by solving the formulated specific tasks, contributes to the implementation of planned activities in full.

The collegial governing body of the EP is formed by the head of the rector's office, deputy chairmen-vice rector for educational and methodological work, vice rector for science and strategic development of the university, vice rector for legal issues and anti-corruption policy, vice rector for international cooperation, vice rector for educational work and social issues, dean of the faculty, head of the department. All interested parties are involved in the process of forming the EP development plan: the administration of the university, teaching staff, employers, students, etc. This process is carried out by discussing professional competencies, expected results, a catalog of elective disciplines.

The executors of the EP-teaching staff of the department form and implement the EP development plan. When developing the goals and development strategy of OP 6V01707 "Kazakh language and literature", EP 6V02313 "Kazakh Philology", EP 7M02303 "Philology" (Kazakh), EP 7M02304 "Philology" (Russian), internal stakeholders of the university, in particular, students, faculty and staff, as well as external stakeholders, which include graduates, employers, legislative and authorized bodies of partners.

EP quality monitoring

	Events	Deadlines for execution	Responsible for execution
.1	Monitoring the quality of the educational program	December, 2020-2021. December, 2021-2022. December, 2022-2023. December, 2023-2024. December, 2024-2025.	Dean's office Head of the department Advisors
.2	Intra-university survey among students	February-April,2020-2021. February-April,2021-2022. February-April, 2022-2023. February-April,2023-2024. February-April,2024-2025.	
	External survey (among employers, assessment of graduates)	February-April,2020-2021. February-April,2021-2022. February-April, 2022-2023. February-April,2023-2024. February-April,2024-2025.	
	Conducting an examination of the educational and methodological complex of the discipline	September-December,2020-2021. September-December,2021-2022. September-December,2022-2023. September-December,2023-2024. September-December,2024-2025.	Head of the department, Educational and Methodological Council of the Faculty
	Final control and analysis of exam results	According to the academic calendar.	Head of the Department, Advisors
	Analysis of the results of the final certification	June, 2020-2021. June, 2021-2022. June, 2022-2023. June, 2023-2024. June,2024-2025.	Head of the Department, Teaching staff of the department

	Conducting open classes	According to the plan	Head of the Department, Teaching staff of the department
	Mutual attendance of classes, discussion of the results at a meeting of the department	According to the plan of the department, mutual visiting schedule	Head of the Department, Teaching staff of the department
	Conducting seminars and round tables	In accordance with the work plan of the department, the schedule of mutual attendance of classes	Head of the Department, Teaching staff of the department

5. Risk management

Names of possible risks	Possible consequences in case of failure to take risk management measures	Risk Management Measures
1	2	3
External risks		
Growth of country and political risks	Reduction of the number of foreign partner universities. Reduction of the number of invited foreign specialists.	Posting on the university's website information about the university, its licenses, accreditations, as well as information about the rules for attracting foreign specialists, the rules for the stay and training of foreign students at the university, the material and technical base of the university and the possibilities of social adaptation of foreign students.
Unfavorable demographic situation in the region	Reduction of the total number of students	Strengthening career guidance among schoolchildren, covering other regions of Kazakhstan and neighboring countries
Low level of education of school graduates	The low level of preparation of graduates for admission to higher education institutions	Organization of preparatory courses for graduates, conducting additional classes, joint work with schools of the region
Changes in the organization of the educational process due to the introduction of quarantine measures in connection with the threats of an emergency, pandemic, epidemic, etc.	Indicators indicators are not being achieved. The emergence of social and psychological tension	Solving problems through the sustainable development of innovative distance learning methods, focusing on providing and supporting the needs of students and teaching staff
Changing requirements on the part of consumers to the level of training of graduates	Low level of training of specialists that does not meet modern requirements	The need to improve the quality of training specialists. Increasing the requirements for the level of training of graduates.
Internal risks		
The level of knowledge of the students	Decrease in the level of knowledge of students	Improving the quality of education, improving the EP, making changes to the catalog of elective disciplines that meet modern requirements. Expansion of pedagogical, psychological, methodological

		knowledge of teachers that meet the new paradigm of teaching and learning, based on modern educational requirements
Scientific potential and research work of the teaching staff	Weakening of work to increase the scientific potential of teaching staff	Increasing the number of publications in journals recommended by the CCES MES RK, increasing the share of publications in foreign journals with a non-zero impact factor
Contingent of students	Decrease in the number of students	Activation of career guidance work

6. Financial support of the EP development plan

Financial support for the implementation of the EP development plan for 2020-2025 will be carried out from the university's funds, as well as by attracting funds from state and other sources of funding. Capital and operating costs are forecast.