

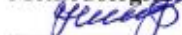


ҚАЗАҚ СПОРТ ЖӘНЕ ТУРИЗМ АКАДЕМИЯСЫ  
КАЗАХСКАЯ АКАДЕМИЯ СПОРТА И ТУРИЗМА  
KAZAKH ACADEMY OF SPORT AND TOURISM

«Faculty of Olympic Sports»

«AGREED»

Vice-Rector for Academic  
Methodological Work

 Nurmukhanbetova D.K.

Dean of the FOS

 Sautov R.T.

« 31 » 08 2022

«APPROVED»

Head of the EF  
Head of the Department of  
Anatomy, Physiology and Sports  
Medicine

 Kisebayev Zh.S.

« 31 » 08 2022



**Strategic Plan of development and risk management  
of educational program  
6B01403 «Adaptive physical culture and sport»  
(update as of 31.08.2022)**

**The base for the development of a strategic plan:**

1. Law of the Republic of Kazakhstan dated 27.07.2007, № 319 III "On Education";
2. National Development Plan of the Republic of Kazakhstan until 2025. Decree of the President of the Republic of Kazakhstan dated February 15, 2018 № 636 (revised on February 26, 2021, № 521);
3. State educational standard (SES) of higher and postgraduate education of the Republic of Kazakhstan, Order of the Ministry of Education and Science of the Republic of Kazakhstan No. 2, dated 20.07.2022.;
4. Standard Rules for the activities of Higher and Postgraduate Education Organizations approved by the order of the MES RK № 595, dated 30.10.2018;
5. Rules and conditions for certification of teachers. Order of the MES RK dated January 27, 2016, № 83. Revision from 12.11.2021, № 561;
6. Standard Rules for Ensuring Equal Opportunities for Persons with Disabilities. Adopted by the UN General Assembly: resolution 48/96 of December 20, 1993;
7. Salamanca Declaration on Principles, Policies and Practices in the Field of Education of Persons with Special Needs and the Framework of Action for the Education of Persons with Special Needs", Salamanca, Spain, 1994;

8. UN Convention on the Rights of Persons with Disabilities. Adopted by the UN General Assembly: resolution 61 106 of 13 December 2006;
9. Law "On Protection of Child Rights in the Republic of Kazakhstan" dated 08.08.2002, N 345-II;
10. Law "On social and medical-pedagogical correctional support for children with disabilities", dated July 11, 2002 N 343;
11. Law "On Social Protection of Disabled Persons in the Republic of Kazakhstan" dated April 13, 2005 No. 39-III of the ORK;
12. The development strategy of the Kazakh Academy of Sport and Tourism for 2020-2025, approved by the decision of the Academic Council of KazAST dated 31.01.2020, Protocol No. 6.

### **Implementation period - 2020-2025**

#### **Social partners for the implementation of the strategy:**

Public Association "Society of Parents of Children with Disabilities "The World of Equal Opportunities", SCE "Sports Club "Almaty" for People with Disabilities", PA "Kazakhstan Special Olympics", CSE "Special (correctional) boarding school No. 2 for children with musculoskeletal disorders" Almaty Education Management for children with disorders of the musculoskeletal system".

**Goal:** Creation of a constantly developing innovative educational environment that provides highly professional training of qualified specialists in the field of adaptive physical culture and sports (APC&S) with high social and civic responsibility, able to solve the problems of education and upbringing in educational, correctional, rehabilitation, recreational and sports institutions.

#### **Objectives:**

- The study of the market and the requirements of all groups of consumers of services under the educational program of higher education « Adaptive physical culture and sport».
- Modernization of the educational program taking into account professional standards and constantly changing needs of the labor market.
- Qualitative growth of human resources, ensuring the implementation and development of the educational program.
- Modernization of the educational process taking into account global trends in learning technologies and challenges of the time
- Development of educational program management aimed at self-regulation and self-organization.
- Development of social partnership to ensure the quality of the educational program in cooperation with stakeholders.

#### **Justification of the program**

The strategic development plan of EP APC&S is built in accordance with the strategic development plans of the Ministry of Science and Higher Education of the Republic of Kazakhstan, on the basis of the laws of the Republic of Kazakhstan "On Education", "On Social protection of disabled people in the Republic of Kazakhstan", as well as the development strategy of KazAST. In addition, it is designed to meet the training needs of highly qualified specialists in the field of APC&S of all stakeholders, in

particular, the PA "Kazakhstan Special Olympics", which made a recommendation to train specialists in the field of adaptive sports.

In October 2019, a meeting of the Republican Educational and Methodological Council was held at the Kazakh Academy of Sport and Tourism, where representatives of various organizations made reports on the problems and prospects of adaptive physical culture and sports and recommendations for the development and opening of the APC&S EP.

The educational program is opened in accordance with national priorities for the development of quality teacher education, aimed at ensuring the needs of teachers in adaptive physical education and coaches in adaptive sports for the renewed secondary education and rehabilitation, sports organizations.

The development of the educational program is based on the requirements of the professional standard "Teacher" qualification level 6.1, 6.2 and competencies in demand in the market services of professional and mass sports.

The expert assessment of the APC&S EP was given by N.B. Sagymbayev – Director of the SCE "Sports Club "Almaty" for People with Disabilities"; O.S. Bakhareva – General Director of the PA "Kazakhstan Special Olympics"; B.A. Ermekova – Director of the CSE "Special (correctional) boarding school No. 2 for children with musculoskeletal disorders" Almaty Education Management for children with disorders of the musculoskeletal system"; Alibekova A.K. - Head of the Youth Affairs Department of the Academy.

Memorandums of cooperation have been concluded and are being implemented with the branch of the private institution "Center of Pedagogical Excellence" and LLP "Surdo-Online" Kazakhstan, cooperation agreements with the PA "Kazakhstan Special Olympics" and Joint-Stock Public Association "Nazarbayev Intellectual Schools".

### **The main consumer of the educational program**

The program is designed to provide:

- educational institutions of all levels in the teaching staff on adaptive physical education, coaches in adaptive sports;
- sports organizations with coaching and instructional personnel;
- specialists of institutions of management and development of adaptive sports;
- specialists in the management of sports facilities for persons with disabilities;
- specialists of health care institutions in the field of correction, rehabilitation, recreation, and adaptation of persons with special needs:
- specialists in working with people with special needs in various spheres of their life activities (education, work, recreation, etc.) as a tutor.

### **Information about the educational program**

**Study period:** full study on the basis of general secondary education - 4 years, on a reduced educational program on the basis of technical and vocational education (on related programs) - 3 years, on a reduced educational program on the basis of higher education - 2 years.

**Awarded degree:** in accordance with the SES Higher Education of the Republic of Kazakhstan, a **bachelor 's degree** is awarded.

## Qualification levels

Education level	The level according to the NQF	The level according to the EQF
Bachelor	6	6

### Expected results of the strategy:

- satisfaction of Kazakhstan's need for highly qualified physical education teachers and trainers with creative and critical thinking capable of performing professional tasks in the changing conditions of a high-tech knowledge-based economy;
- qualitative growth of incoming applicants;
- satisfaction of graduates and their parents with the availability and quality of educational services with a score of 9 on a 10 point scale;
- increase in the proportion of full-time graduates who were employed no later than 1 year after graduation;
- increase in the share of teachers with academic degrees and sports titles.

### Implementation plan of the EP development strategy

№	Activities at the stages of development	Deadlines	Responsible executors	Expected Result
<b>Studying and meeting the needs of the labor market</b>				
1	Monitoring forecasts of labor markets in Kazakhstan and Central Asia. Exploring updates to the Atlas of Professions	Annually	Employment Specialist of the Educational and Methodological Department, Academic Committee of the EP in the direction of preparation	Calculation of market needs for the development of an EP and trajectories
2	Studying the forecasts of the economy's need for personnel in the most demanded and promising professions	Annually	Academic Committee of the EP in the direction of preparation	Development of demanded EP, adjustment of competencies
3	Survey of employers on the most relevant competencies of sought-after professions	Annually	Deans	Forming a bank of in-demand competencies to update the EP
<b>Improvement of organizational and pedagogical conditions for the implementation of the educational process</b>				
4	Updating the content of educational materials of the educational program in accordance with the required competencies of professional standards, industry associations and employers	Before the start of the academic year	Heads of Departments, Teaching staff	Up-to-date teaching materials, spot training
5	Implementation of practice-oriented methods and technologies in training (training in the context of professional activities in organizations, mentoring)	From September 2022	Heads of Departments, Teaching staff	Practical preparation in the workplace.
6	Introduction of procedures for current and interim	2023	Registrar's Office	New methods of

	certification, taking into account international experience			knowledge control
7	Formation of updated sets of control and evaluation materials for current, intermediate and final attestations in academic disciplines and professional modules	2021-2024	Registrar's Office, Departments	Bank of control materials
8	Organization of permanent methodological seminars on the use of active teaching methods, information, modular, personality-oriented and other technologies in the educational process	Annually	EMD, Intrauniversity commission, Registrar's Office	Introduction of innovative teaching and assessment methods into the educational process
<b>Development of human resources</b>				
9	Ensuring that the qualifications of the teaching staff meet the established requirements (competitive recruitment, training in the doctoral studies of teaching staff)	All the time	HR and Office management Department, Deans, Heads of Departments	Compliance with qualification requirements
10	Attracting external qualified specialists to conduct training sessions (Top managers, experienced school teachers, Honored Coach of the RK)	All the time	Deans, Heads of Departments	Improving the quality of classes
11	Improvement of the incentive system for teaching staff engaged in the introduction of advanced techniques and technologies into the educational process	2021	Academy Management	Increasing the motivation of teaching staff
12	Implementation of the professional development program of teaching staff	Annually	Department of Postgraduate Education and Career	Improving the competence of teaching staff
<b>Development of continuing education</b>				
13	Development and implementation of additional professional programs for promising and sought-after professions in the field of physical culture and sports	from 2021-22 academic year	Deans, Department of Postgraduate Education and Career	Expansion of the consumer market of the service
14	Development of open education through ICT (e-learning, distance learning technologies) mass online courses, etc.	from 2022-23 academic year	Deans, Department of Postgraduate Education and Career	Expanding the market of consumers of services, meeting the needs of society
<b>Consolidation of stakeholders</b>				
15	Updating the basic educational program, taking into account the requirements of professional standards, the needs of employers	All the time	Deans, Academic Committee of the EP in the direction of preparation	Updating the EP
16	Organization of external content review of the educational program	All the time	Deans, Academic Committee of the EP in the direction of	Participation of employers in determining the

			preparation	quality of educational program development, quality assurance
17	Organization of work of attestation commissions together with representatives of employers to assess the readiness of graduates. Preparation for the delivery of NQT graduates: consultations of schoolteachers.	Annually	Deans	Conducting the final certification of graduates. Passing the NQT by graduates of the Academy
18	Monitoring the satisfaction of social partners with the quality of educational services	Annually	Deans, Intrauniversity commission	Analysis of satisfaction with the quality of educational services provided by employers
<b>Development of the MTB and information resources</b>				
19	Replenishment of the library fund, taking into account the update	All the time	Library	Modern information library base
20	Equipping classrooms and special offices with modern technical means and equipment	Every 2 years	Administrative and Economic Part	Modern equipment
21	Introduction of electronic services and document management	2022-2023 academic year	Information and Technical Department	Remote provision of services for issuing certificates and updating internal electronic document flow
<b>Organization of career guidance</b>				
22	Conducting modern professional orientation and career development counseling	Annually	Deans, Heads of Departments	Introduction of a new model of career guidance based on the personal orientations of graduates of schools, special colleges and the demand of the labor market
23	Involvement of graduate students in conducting practical classes for schoolchildren	Annually	Heads of Departments, Specialist in Practice of the Educational and Methodological Department	Preparing a motivated applicant
24	Provision of academic grants and discounts for student-athletes with high sports achievements	Annually	Vice-rectors, Deans	Attracting a quality applicant
<b>Monitoring the quality of preparation</b>				
25	Monitoring the employment of graduates in their profession Post-diploma support of graduates within 3 years	Once every six months	Employment Specialist of the Educational and Methodological Department, Deans, advisors	Information about employment as an indicator of the quality of EP
26	Monitoring of employers' satisfaction with the availability and quality of educational services	Annually	Intrauniversity commission	Information about the quality of the EP

27	Monitoring of graduates' satisfaction with the quality of education received	Annually	Intrauniversity commission	Information about the quality of the EP
28	Monitoring students' satisfaction with the quality of teaching	All the time	Intrauniversity commission	Information about the quality of teaching and the demand for disciplines and modules
29	Passing specialized accreditation of the educational program	1 time in 5 years	Academy Management	Guarantee of quality and prestige of the EP

### Competence model of a graduate

1	<b>Educational program</b>	6B01403 - Adaptive physical culture and sport
2	<b>Education level</b>	National Qualifications Framework - 6
		European Qualifications Framework - 6
3	<b>Degree awarded</b>	Bachelor
4	<b>Qualification</b>	Physical education teacher
5	<b>Additional qualifications</b>	Specialist in adaptive physical culture and sports
6	<b>General characteristics of the graduate</b>	<p>During the course, the graduate acquires skills that encompass multidisciplinary knowledge of adaptive physical education and adaptive sports can provide the graduate with long-term career security, high earning potential, and a workplace.</p> <p>It conducts physical education classes for people with disabilities: develops individual programs of physical rehabilitation; develops and restores human body functions (speech, walking, etc.), fully or partially lost after an illness or injury; prepares athletes with disabilities to participate in the Paralympic, Deaflympic and Special Olympics movements; conducts sports and mass activities for people with disabilities in various types of adaptive sports.</p>
7	<b>Spheres of professional activity</b>	Sport
		Education
		Health care
		Tourism
8	<b>Objects of professional activity</b>	<b>Sport:</b> sports clubs, fitness clubs, federations, youth sports schools, Olympic Training centers, sports centers for disabled athletes.
		<b>Education:</b> general education schools, preschool educational institutions (PEI), educational institutions of additional education, specialized schools for children with disabilities, private developmental centers.
		<b>Health care:</b> physical culture and rehabilitation centers, medical and preventive organizations, sanatoriums, rest homes.
		<b>Tourism:</b> tourist clubs, tourist bases.
9	<b>Types of professional activity (professions)</b>	Teacher and methodologist for adaptive physical education
		Coach for adaptive sports
		The Tutor
		Specialist in the field of adaptive physical education in health care.

10	<b>Key competencies</b>	- uses basic laws of natural science disciplines in professional activity, methods of mathematical analysis and modeling, theoretical and experimental research.
		- is able to study the collective and individual characteristics of persons with disabilities in the process of practicing a particular type of adaptive physical education and use the information obtained in the planning and construction of classes from the perspective of psychological, pedagogical and sociological science and best practices.
		- is able to promote the development of mental and physical qualities of persons with disabilities in the state of health, taking into account the sensitive periods of the deployment of their functions, the etiology and pathogenesis of diseases.
		- is able to develop the functions of the human body remaining after an illness or injury in order to partially or completely replace permanently lost functions as a result of a particular disease and (or) injury.
		- is able to assess the physical and functional condition of students in order to develop and implement individual health improvement and development programs.
		- is able to teach students with disabilities in health, have special knowledge and ways of their rational use when influencing physicality in accordance with the types of adaptive physical culture allocated.
		- is able to develop current, prospective and operational plans and programs of specific physical culture and wellness classes in the field of adaptive physical culture.
11	<b>Possible areas of re-purposing</b>	Psychologist in Paralympic sports, manager of mass sports events, physical education teacher, teacher in SEI and universities.

### **Risk management:**

The process of implementing the EP determines the need to take into account possible risks and procedures for their management.

Risks arise from the specific features of educational activity, which is expressed in the impossibility of assessing the quality until the program is fully completed and the graduate is awarded the appropriate degree. In addition, the quality of education in monetary terms is immeasurable, etc., which implies the development of various kinds of techniques and methods of risk management, with the formulation of specific tasks in certain situations.

Risk analysis is focused on understanding their importance and willingness to make preventive decisions. Possible solutions are considered within the framework of the management of educational programs, the search for the most effective methods at meetings of the Academic Committee of the EP in the field of training.

#### **Possible risks:**

- insufficient enrollment of applicants;
- sharp changes in market conditions caused by external unforeseen factors;
- growth in the cost of educational services;



- insufficient grant funding (reduction of the state order);
- low starting level of applicants' competencies;
- shortage of highly qualified teaching staff;
- problems of information security of automated systems;
- high competition for individual programs;
- limitation of academic mobility due to insufficient language competences and difference in cost of educational services in comparison with foreign universities;
- insufficient financial capabilities in inviting foreign scientists.

### Measures to prevent possible risks

№	Name of risks	Probability of risk	Possible consequences	Prevention measures
1	Insufficient enrollment of applicants	low	Budget and staff reduction	Targeted career guidance work Marketing for new EPs Personnel training by order of employers
2	Rising cost of educational services	low	The decrease in the ability to pay students, the growth of arrears in payment for educational services.	Introduction at the stage of the admission committee of an assessment of the ability to pay and enshrined in the contract. Introduction of a system of benefits for tuition fees
3	Low starting level of competence of applicants	low	A decrease in the pace of the student's academic development, respectively, the development of the EP with not high results.	Selection of applicants with higher academic performance. To provide discounts on admission for applicants with higher scores of the Unified National Testing (UNT).
4	Lack of highly qualified teaching staff	low	Decrease in the quality of specialist training	Training of scientific and pedagogical personnel through doctoral studies (in the doctoral program of the Academy, targeted grants in other universities of the Republic of Kazakhstan, in foreign partner universities)
5	High competition among EPs	low	Loss of part of the contingent	Improving the quality of program implementation. Advanced training of teaching staff. Implementation of academic mobility in foreign universities.
6	Reduced opportunities for academic mobility due to the language barrier and tuition fees at a foreign university.	Average	Decreased attractiveness of the program and quality of training.	Organization of foreign language courses, with the support of the Academy. A reward system for those, who have mastered a foreign language. Involvement of native speakers in teaching. Development of exchange programs.
7	Insufficient financial opportunities to invite foreign scientists	Average	Decrease in the quality of specialist training	Expansion of exchange programs with partner universities. The use of remote technologies in teaching by leading scientists of foreign scientists.
8	Amendments to the standard rules of admission for the introduction of a	Average	Reducing the number of applicants	Attracting foreign applicants. Development of double-diploma joint educational programs.

	system of compliance with the EP of previous education on admission			
--	---	--	--	--

**\*Risk Probability Scale**

Assessment of risk probability	Interpretation of assessment in the time range
Low	The event occurs no more than once every 4 years
Average	The event can occur once within 3 years
High	The event can occur within 2 years
Very high	The event is likely to happen this year