



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

«Faculty of Olympic Sport»

«Faculty of Professional Sports and Martial Arts»

«Agreed»

Vice-Rector for Academic
Methodological Work

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«31» 08 2022 г.

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«31» 08 2022 г.

**Strategic Plan of development and risk management
of educational program
6B01401 «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. 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:

Specialized Children's and Youth School of the Olympic Reserve No.8, RSI "Republican Specialized Boarding School-College of the Olympic Reserve named after Karken Akhmetov", SCYSOR No.6 in Almaty., SCYSOR No.14 in Almaty., Lyceum School No.119 in Almaty, Nazarbayev Intellectual School of Physics and Mathematics in Almaty, International Association of Universities of Physical Culture and Sports, Sports Federation of the Republic of Kazakhstan.

Goal: Creation of a constantly developing innovative educational environment that provides highly professional training of teaching staff with a higher education level for the field of physical culture and sports, having in-demand social and personal qualities.

Objectives:

- The study of the market and the requirements of all groups of consumers of services under the educational program of higher education «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 educational program Physical Culture and Sport was developed based on the analysis of the need for specialists with competencies for activities in the field of education aimed at preserving and strengthening health, developing physical abilities of children and youth, as well as ensuring a healthy lifestyle culture in society through the development of mass and professional sports.

The program is open at the request of employers, and in accordance with national priorities for the development of the quality of teacher education aimed at meeting the needs of a new generation of teachers for an updated secondary education. At the same time, the program covers the needs of society for instructors and coaches for the field of mass and professional sports, as the basis for the health of the nation and ensuring high achievements in sports of the Republic of Kazakhstan at the world level.

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

The main consumer of the educational program

The program is designed to provide:

- educational institutions of all levels in the teaching staff of physical culture and sports coaches;
- sports organizations with coaching and instructional personnel;
- specialists of sports management and development institutions;
- specialists of sports facilities management;
- specialists in working with people with special needs;

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 number of educational programs to train specialists in the most promising and sought-after professions in the labor market;
- 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
Studying and meeting the needs of the labor market				
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
Improvement of organizational and pedagogical conditions for the implementation of the educational process				

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 certification, taking into account international experience	2023	Registrar's Office	New methods of 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
Development of human resources				
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

Development of continuing education				
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
Consolidation of stakeholders				
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 preparation	Participation of employers in determining the 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
Development of the MTB and information resources				
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
Organization of career guidance				
22	Conducting modern	Annually	Deans, Heads of	Introduction of a

	professional orientation and career development counseling		Departments	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
Monitoring the quality of preparation				
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	Educational program	6B01401 «Physical Culture and Sport»
2	Education level	National Qualifications Framework - Level 6
		European Qualifications Framework - Level 6
3	Degree awarded	Bachelor
4	Qualification	Physical education teacher and coach in a selected sport
5	Additional qualifications	Manager of physical culture and sport, Adaptive Physical Education and Sport Instructor, Health Manager, Sports Psychologist

6	General characteristics of the graduate	<p>During the course of study, the graduate acquires skills that encompass multidisciplinary knowledge of physical education and sport, can provide the graduate with long-term career security, high earning potential, and a workplace. Functions of professional activity:</p> <ul style="list-style-type: none"> - conducting educational, training, sports, organizational - mass and recreational work as a teacher of physical culture and physical education; - organizing and conducting work in groups by sports in preschool and school educational institutions, sports schools and organizations as a coach by sport; - providing the training process with scientifically based means and methods of training and rehabilitation; - conducting and judging competitions in physical culture and sports, events in educational institutions, clubs, institutions.
7	Spheres of professional activity	<p>Education</p> <p>Sport</p> <p>Physical education</p>
8	Objects of professional activity	<p>Education: general education schools, preschool educational institutions (PEI), educational institutions of additional education, specialized schools for children with disabilities, private developmental centers.</p> <p>Sport: children's and youth sports schools, Olympic training centers, specialized boarding schools, sports organizations, sports clubs, fitness clubs, sports federations, national teams, sports centers for disabled athletes</p> <p>Physical culture and recreation: Recreational fitness centers, backyard clubs, sports organizations, sports instructors, physical education and sports management bodies.</p>
9	Types of professional activity (professions)	<p>Physical education teacher</p> <p>A coach in a chosen sport</p> <p>Sports instructor</p>
10	Key competencies	<p>Demonstrates knowledge and understanding in the field of study, based on advanced knowledge in the field of physical culture and sports.</p> <p>Owns the creative skills of productive activities, the ability to self-realize creative potential on the way to higher achievements, skills of self-education, self-organization and self-control.</p> <p>Applies knowledge at a professional level, formulates arguments and solves problems in the field of physical culture and sports.</p> <p>Gathers and interprets information to form judgments with social, ethical, and scientific considerations.</p> <p>Applies theoretical and practical knowledge to solve practical and professional problems in the</p>

		field of physical culture and sports.
		Possesses the learning skills necessary for independent continuation of further education in the field of physical culture and sports.
		Knows the methods of scientific research and academic writing and applies them in the field of physical culture and sports, understands the importance of the principles and culture of academic integrity.
11	Possible areas of re-purposing	Sports psychologist, manager of sports events, methodologist in sports institutions, manager in sports organizations, and teacher of primary military training.

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	low	The decrease in the	Introduction at the stage of the

	educational services		ability to pay students, the growth of arrears in payment for educational services.	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 system of compliance with the EP of previous education on admission	Average	Reducing the number of applicants	Attracting foreign applicants. Development of double-diploma joint educational programs.

***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