Educational institution "Alikhan Bokeikhan University"

Reviewed at the meeting of the
Academic Council of the Faculty
Protocol No. 1of1202ofr21.11.202.4

"I approve"
Dean of the Faculty of Humanities
c. of p\s_____Iskakova M. O.

DEVELOPMENT PLAN
EDUCATIONAL PROGRAMS
6B01733- " Russian language and Literature in schools with Russian and Non-Russian languages of instruction (IP) for 2024-2029г.г.

Reviewed at the extended meeting
departments of Philology
Protocol No. 2 of 17.10.2024.10.2024 года
Head of the Department_____Tulebaeva K. T.

Content

Plan
DEVELOPMENT OF THE EDUCATIONAL PROGRAM
6B01733- " Russian language and Literature in schools with Russian and Non-Russian languages of instruction (IP) for 2024-2029

Mission and strategy

The OP's missionis to train competitive personnel with higher and postgraduate education in a wide range of areas focused on industrial and innovative development of the region.

Strategy: Creating an educational program designed to meet the needs of a changing society.

The educational program is aimed at training a specialist who is able to carry out professional activities as a teacher of the Russian language and Russian literature in secondary education organizations of all types and types, regardless of the language of instruction (Russian and non-Russian).

EP tasks:
- improving the conditions for obtaining a full-fledged, high-quality professional education;
- development ofprofessional competencies of graduates in the field of CLIL, RCT, bilingual education
- involvement of employers in the process of improving the educational program in order to determine the professional competencies of the graduate, prepare educational and methodological equipment for disciplines;
- enhancing cooperation with foreign scientists in order to exchange experience, implement joint research and publish a new generation of educational and methodological literature;
- creating conditions for independent search and research activities of the student within the framework of the student's research work at all stages of his / her education;
- organization of consultations of employers and scientists when choosing relevant and practically significant topics of 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 the scientific and theoretical qualifications of EP programs;
- deepening of professional competencies in the field of actual problems of modern literary studies and linguistics;
- professional development of teachers;
- creating conditions for academic mobility of teachers and students.
- inthe depths of innovative techniques and digital technologies.

I.General provisions

Training of students in the educational program 6B01733 - "Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)" has been carried out since 2018 on the basis of the appendix to license No. 0111732.

The special feature of this EP is that it combines two educational programs - "Russian Language and Literature" and "Russian language and literature in schools with a non-Russian language of instruction", which is due to the needs of the educational services market, namely, the need to train teachers who can be flexible in a rapidly changing world.

The training program is aimed at training a specialist who is able to carry out professional activities as a teacher of the Russian language and Russian literature in secondary education organizations of all types and types, regardless of the language of instruction (Russian and non-Russian languages).

Such a specialist has universal (general professional and subject-specific) competencies necessary for teaching regardless of the number of students and the organization of education: in small-class schools, in schools with Russian and non-Russian language of instruction, in schools with hybrid (mixed) education.

Compiled by: Head of the Department of Philology, Candidate of Philology Tulebaeva K. T., Candidate of Philology, Associate Professor Gainullina F. A., Candidate of Philology, senior lecturer Dolgusheva T. V., Master Khasenova Sh. Zh., Director of KSU Secondary School No. 38 Ospanov R. R.

Regulatory framework for educational programs:
- State Standard of Higher and Postgraduate education, approved by the Order of the Minister of Science and Higher Education of the Republic of Kazakhstan No. 2 dated July 20, 2022;
- Professional standard "Teacher", approved by Order No. 500 of the Acting Minister of Education of the Republic of Kazakhstan dated December 15, 2022.
- Professional standard "Teacher" (Order No. 31 of the Ministry of Education of the Republic of Kazakhstan dated February 24, 2025);
- State Program for the Development of Education and Science of the Republic of Kazakhstan for 2020-2025;
- KConcept ofя development of higher education and science PK of the Republic of Kazakhstan for 2023-2029
- ABU Development Strategy for 2020-2025
- Law of the Republic of Kazakhstan" On the status of a teacher " dated January 28, 2020.

II. Analysis of the current situation and trends in educational services

- In the context of digitalization and globalization, the requirements for specialists who possess not only the subject area, but also the skills of cross-cultural, digital and communicative literacy are increasing.
- There is still a demand for teachers of Russian language and literature in Kazakhstan, especially in schools with a non-Russian language of instruction and in remote regions.
- The need for teachers who possess hybrid and online learning technologies, critical thinking, and skills in working with media texts.
- There is a decrease in motivation among schoolchildren to study Russian language and literature against the background of the growing popularity of English and Kazakh languages, which requires a change in teaching approaches.
- The development of bilingual and multilingual education sets the task of training specialists who can work in a multilingual educational environment.
- There is an increasing demand for teachers who can work with children with special educational needs and in inclusive classes.

Labor market development trends:

-Demand for teachers with high flexibility and readiness for interdisciplinary and digital transformation.
-The growing demand for teachers of Russian language and literature with competencies in the field of RCT, CLIL, bilingual and hybrid learning.
-The need for teachers with soft skills (critical thinking, communication, emotional intelligence).
-Expansion of the digital education sector (distance schools, online courses, mentoring programs).
-Increased requirements for academic mobility and participation in international educational and research projects.

 Trends in the development of educational services:
-Widespread adoption of digital and mixed learning formats (Blended Learning, EdTech).
-Transition from the classical learning model to flexible personalized trajectories.
-Growing popularity of open online courses, educational platforms, and mobile apps.
-Development of distance and hybrid learning as a sustainable practice.
-Strong emphasis on developing functional literacy, reading competence, and media literacy.
-Increasing demand for advanced training programs for teaching staff with a focus on digital and pedagogical technologies.

To prepare educational programs for international accreditation, it is necessary to involve foreign partner universities in reviewing educational programs based on the modular competence approach.

To organize the educational process using remote technologies, the AIS University platform is successfully operating, which allows implementing an asynchronous learning

model. Synchronous training is carried out in accordance with the approved schedule by organizing video conferences or webinars for academic groups by university teachers through the ZOOM, CiscoWebEx and other platforms.

III. Main directions of development of the educational program on OP 6B01733 " Russian language and literature in schools with Russian and non-Russian languages of instruction (IP).

The educational program is developed within the framework of an integrated approach, taking into account the student-oriented approach to learning. For the formation of educational programs, both social partners and students are involved.

Strengths:

- possibility of training specialists for schools with Russian and non-Russian languages of instruction.
- allocation of extra-budgetary funds by the university for teaching teaching staff OP 6B01733 - " Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)";
- allocation of extra-budgetary funds by the university for the improvement and development of new knowledge through the passage of advanced training courses on new digital technologies by the teaching staff of the OP;
- opening new research and training laboratories and attracting social partners;
- digitization of educational and methodical literature on OP available in the university library.
    Weaknesses:
- insufficient transparency of the education quality system;
- the system of post-course support for 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 improve the level of language training of teaching staff and students of the university. For teaching foreign languages, the university operates a Multilingual Education Center.
    External factors:
- expanding academic freedom of higher education institutions 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 main Major educational program;
- development and approval of professional standards;
    Internal factors:
- allocation of extra-budgetary funds by the university for the opening of media studios, literary circles, etc. for students of general and secondary professional institutions in order to improve career guidance;

- allocation of extra-budgetary funds by the university for teaching English to the teaching staff of the educational program.

Every year, the university plans and successfully implements a number of tasks aimed at developing the 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 divisions;
- organizing and holding scientific and practical events at the university with the invitation of well-known 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.

Performers of research work in the educational program are the university's teaching staff, researchers, students, undergraduates and doctoral students.

Strengths:
- high scientific potential of teaching staff in OP 6B01733 - "Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)" individual members of the teaching staff of the department are performers of the scientific project "Literary and cultural map of the Abay region and digital integration: from folklore to modernity", which received grant funding for scientific and (or) scientific research projects.- technical projects for 2024 -2026 years.
- the research work of the educational program is provided with a specific infrastructure;
- training in the bachelor's - master's - doctoral programs;
- consistency 6B01733- "Russian language and Literature in schools with Russian and non-Russian languages of instruction (IP)" with potential employers
- availability of developed curricula for OP 6B01733 - " Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)", the content of which corresponds to current trends, taking into account the requirements of the labor market
- ensuring the growth of high-quality educational services based on the introduction of modern information technologies
- effective and objective system for assessing students 'academic achievements in OP 6B01733 -" Russian language and literature in schools with Russian and non-Russian languages of instruction (IP) " sufficient provision of educational disciplines in OP 6B01733-" Russian language and literature in schools with Russian and non-Russian languages of instruction (IP) " with educational and methodological complexes.

Weaknesses:
-the problem of attracting talented young people and highly qualified specialists to research activities remains;
- insufficient knowledge of modern research skills;

- insufficient knowledge of a foreign language to fully promote the results of scientific research in the international scientific space.
- low level of external academic mobility of teaching staff, insignificant participation of foreign scientists in the implementation of the EP.

External factors:
- aging of personnel with academic degrees;
- science and industry 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 commercialization of scientific developments;
-insufficient use of new scientific databases by researchers;
-insufficient level of effectiveness and citation of scientific research of 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 "AlikhanAlikhan Bokeikhan University Educational Work ConceptBokeikhan University", which is a scientifically based set of approaches to the main goals, objectives, principles, content and directions of educational work for OP 6B01733 –"Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)".

Educational work in educational programs is carried out on the basis of the "Unified Education Program"program, aimedая at a healthy lifestyle, purity of mind and emotional stability; careful attitude to nature, national and cultural heritage, economical and efficient use of natural resources.

Strong point:
- to implement the main objectives of the ABU Educational Work Concept, the university has a Department for Organizational and methodological work with Youngpeople, which is a structural division 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 Zhas Otan youth wing, the ABU Students ' Alliance, the Commonwealth of Young Lawyers public Foundation, the KVN ABU Union, the Everest debate club, the Ak Niet charity organization, "Business incubator", etc.;
-providing a safe and comfortable environment for OP students;
-ensuring the intellectual, spiritual, moral and physical development of the student;
-development of universal creative abilities, promotion and development of civic responsibility, patriotism, legal awareness, political culture of young people, value attitude to the environment;

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

Weak point:
-   insufficient participation of students in international and national scientific conferences and projects;
-   insufficient coverage of university students in university student organizations.

External factors:
-   internal political stability;
-   sustainable socio-political development;
-   influence of various destructive religious associations;
-   increased risks for young people (crime, drug addiction, suicide, etc.).

Internal factors:
-   a system of interaction of youth public organizations of higher education institutions with state structures at the republican, regional and local levels has been established;
-   Conditions have been created for activating creative initiative, self-improvement and self-development of students on the basis of expanding student self-government and involving them in all spheres of university life.

It is planned to expand international cooperation on OP 6B01733 - " Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)", 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.

Strengths:
-   implementation of joint double-degree educational programs with foreign universities;
-   purposeful implementation of the program of internal academic mobility of students (NAO" Shakarim University " Semey)
-   Every year, international summer and winter schools are held for students of the city's schools and universities in various areas: developing entrepreneurial skills, improving language competence, etc.

ABU annually invites foreign scientists and specialists, including in the top management of the university;
-   functioning of the Abai Cultural and Educational Center with a foreign representation at the Sofia Technical University (Republic of Bulgaria).

Weaknesses:
-   aging teaching staff, the likelihood of a shortage of qualified teachers and their outflow;
-   increased competition in the market of educational services from universities in related specialties.
-   insufficient number of textbooks, electronic manuals on the subjects studied in this educational program;
-   potential shortage of qualified specialists working in this educational program

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
снижение   depreciation of the national currency;
- lack of opportunities for students and teachers of ABU to travel to foreign universities and invite foreign scientists to the university due to the introduction of quarantine and restrictive measures, border closures.

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 OP students, capacity building of the organization (Erasmus projects), the possibility of training under international grants;
- attraction of other extra-budgetary sources of financing for the development of international projects and programs.
- in order to increase motivation, introduce a differentiated system of remuneration for teaching staff and employees who speak foreign languages.

The material and technical base of the university is a single complex and includes 7 academic buildings, 1 sports complex, an administrative building and training base, a dormitory, a training complex, 15 scientific laboratories equipped with modern equipment for conducting research in various fields of scientific knowledge. These buildings belong to the university on the right of ownership in accordance with the technical data sheets issued by the real estate authority, and meet the current sanitary standards, fire safety requirements.

To achieve the goals of OP 6B01733 –"Russian language and Literature in schools with Russian and non-Russian languages of instruction (IP)", the Faculty of Humanities operates specialized classrooms.

The OP's resource support includes:
- regulatory support: orders, regulations, job descriptions of the department's teaching staff;
- scientific and methodological support: methodological recommendations for the implementation of working training programs, SRS, practical tasks, students ' practices;
software and methodological support: teaching aids, development of author's training programs;
- information support: the website of the educational organization, departments, groups in social networks;
- HR support: teaching staff, advanced training, participation in seminars, conferences, internships, consulting
- organizational support: preparation of the educational program, work plans of the OP;
- Material and technical support of the OP: equipping the OP with organizational and technical means, purchasing software, variants of electronic textbooks, visual aids, educational equipment, dictionaries, encyclopedias, teaching aids, textbooks;

- financial and economic support: measures for drawing up estimates, applications for the purchase of relevant textbooks.

Most classrooms in the university's academic buildings are equipped with projectors and interactive whiteboards, which creates additional opportunities for effective teaching. Practical and seminar classes are held in specialized classrooms. There are also educational and scientific laboratories equipped with modern equipment: office with computer and information systems No. 24, methodical office No. 6 for the study of language disciplines, Media and Public Speaking Center No. 7, scientific and methodological Office No. 23, Language office No. 24, Rukhani Zhangyru Center, No. 26, hall - M. O. Auezov Lecture hall No. 28.

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 classroom classes, in research work. They are created in the MacromediaFlash system with hyperlinks, multimedia elements, audio, video files, and graphic images. Students have the opportunity to work with an interactive program and control their knowledge in the form of testing.

The activity of the university library is aimed at full satisfaction of students ' information requests. 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".

Subjects of educational programs of the OP program 6B01733 – " Russian language and literature in schools with Russian and non-Russian languages of instruction (IP) are provided with basic and additional educational, educational and methodical literature. There is an extensive fund of educational, methodical and artistic publications. Students are also provided with educational and methodological materials published by university teachers.

Strengths:
- conducting a review of theses (projects) under the "anti – plagiarism-university" program at the university;
- educational program of adaptation of persons with disabilities to inclusive education;

Weaknesses:
- rapid   моральное obsolescence   of information technology   assets, depreciation and deterioration of fixed assets.

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

Internal factors:
- development of the educational program, attraction of additional sources of funding for its resource support;
- availability of information systems that accompany the educational process of the educational program;
- access of teachers and students to the Wi-Fi network throughout the university, departments and dormitories are connected to the Internet;

- objective and transparent personnel policy, including recruitment, professional growth and development of teaching staff, ensuring the professional competence of the entire staff.

Filling in the AIS "Platonus" with educational and methodical documentation in the context of OP disciplines, including structured information (presentation materials, video materials, lecture notes, current educational literature, etc.).

3. Development of the educational program on OP 6B01733- "Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)" includes the following areas:
- orientation of the educational process to the continuity of professional training;
- improvement of the educational program on the subject of 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 resources;
- modernization of mechanisms for organizing educational activities within the framework of comprehensive development of students.

The purpose of educational programs under OP 6B01733 - " Russian language and literature in schools with Russian and non-Russian languages of instruction (IP)": the educational program is aimed at training a specialist who is able to carry out professional activities as a teacher of Russian language and Russian literature in secondary education organizations of all types and types, regardless of the language of instruction (Russian and non-Russian). non-Russian languages).

Expected results:

ON 1. Develops, implements, evaluates and develops learning and leadership processes in various types of educational environments in accordance with the state mandatory standard of education; has a system of subject, psychological, pedagogical and methodological knowledge; the basics of designing, programming and developing educational materials, develops video and TV tutorials; is able to use various digital resources, including artificial intelligence.

ON 2: Communicates constructively in various interactive multicultural relationships and communities. Creates texts of different genres and styles, taking into account the culture of pedagogical communication, speech conflictology, and audience profile. Applies the rules of rhetoric in real speech practice.

ON 3: Ready to critically evaluate their values, attitudes, ethical principles and working methods, able to set new goals for their own pedagogical development, the development of their organization and professional well-being.

ON 4: Performs a comparative analysis of grammatical systems, classifies language phenomena of the Russian and Kazakh languages, performs a qualified historical commentary on the facts of the Russian language.

ON 5: Applies knowledge about the modern Russian literary language as a system (phonetics, vocabulary, grammar), about the rules of functioning of Russian language units in speech. He knows the history of the modern Russian language and its place in

world culture and science. It is able to qualify various language phenomena, determine the system connections of language units and their functions.

ON 6: Speaks Russian in its literary form, in various types of speech activities necessary for successful communication (speaking, listening, writing, reading), in all forms and types of communication, including virtual communication. Knows the norms of Russian speech, style and genre diversity. He is able to make the right choice of linguistic means in accordance with the norms of the Russian literary language, in different situations, taking into account different social and stylistic contexts.

ON 7: Applies knowledge of the main provisions and concepts in the field of literary theory, the history of the development of Russian, Kazakh and world literature, its periodization, the current state and influence on the formation of spirituality of the younger generation. He is able to interpret and conduct literary analysis of literary texts, choose reading strategies, extract the necessary information and use it in his own experience, as well as in various socio-cultural situations.

ON 8: Has modern methodological tools for teaching Russian language and literature, skills in analyzing organized educational activities, the educational process; is capable of designing and technologically implementing the process of teaching Russian language and Russian literature in schools with Russian and non-Russian languages of instruction; monitors the results of assessment to improve teaching practice; sets educational tasks, performs educational tasks, and performs educational tasks. short - and medium-term planning; builds the trajectory of its professional development based on needs diagnostics; presents the results of professional activity.

ON 9: Is able to use special approaches, effective forms, methods and means of teaching, taking into account the individual and age characteristics of students, including those with special educational needs; is able to promote personal growth of students, creating a trajectory of individual development; ensure the development of research skills.

ON 10: Has system linguistic knowledge that includes the main levels of language functioning. He has practical skills of qualified linguistic analysis of words, sentences, and texts in synchronic and diachronic aspects, taking into account sociolinguistic and psycholinguistic factors.

ON 11: Demonstrates research and knowledge management skills in the field of Russian linguistics and literary studies (analysis, processing, systematization of information; modeling, forecasting, design of scientific activities). Able to carry out research activities in the field of Russian philology, including directing the research work of students.

ON 12: Is able to consciously perceive and interpret the main concepts of sustainable development and life safety, legal and economic literacy, apply regulatory, economic and environmental tools in professional and social activities, analyze and critically assess the consequences of decisions made, and develop comprehensive behavioral strategies aimed at reducing risks, increasing sustainability and compliance with the law. ethical and legal standards.

ON 13: Proficient in linguistic and literary terminology; uses basic theoretical and methodological principles, conceptual and terminological apparatus in the field of

linguistics and literary studies. Able to interpret and conduct philological analysis of literary texts.

Table of indicators and activities:

Indicators form	the Unit of measure	Peridi					
		2024	2025	2026	2027	2028	2029
1	2	3	4	5	6	7	8
Training specialists philologists in accordance with the requirements of the modern labor market taking into account the process of updating the content of secondary education of Kazakhstan	Together	6	8	10	12	14	16
Expansion and deepening of professional competences in the field of topical problems of Philology and linguistics	Jointly	2	3	4	5	7	8
Establishing strong links with strategic partners and other stakeholders	%	40	45	50	55	60	65
raising the professional qualifications of teachers	%	100	100	100	100	100	100
Create conditions for the implementation of the academic mobility of teachers and students	%	40	45	50	55	60	65
Pthe Providence of measures aimed at ensuring the intellectual, spiritual and moral development of students, development of creative abilities	%	40	45	50	55	60	65
Activities in the implementation of the object indicators	**2024**	**2025**	**2026**	**2027**	**2028**	**2029**	

Extension of the pedagogical, psychological and methodological knowledge of teachers, meet new paradigm ofBuchan, on the basis of withberemennyh requirements education (through participation in seminars, round tables).	X	X	X	X	X	X
Coordination of joint work with strategic partners in current and promising areas	of education X	X	X	X	X	X
Organization of events and competitions among students of general and secondary professional institutions in the programs of additional education introduced on the basis of the university				X	X	X
Updating of educational programs of higher education in the field of education "pedagogical sciences" updated content of secondary education, postgraduate education based on the professional standard "Teacher"			X	X	X	X
Increase in the number ofpublications in journals recommended by the KKSON of the Ministry of Education and Science of the Republic of Kazakhstan, increase in the share of publications in foreign journals with a non-zero impact factor	X	X	X	X	X	X
Participation in competitions of scientific and funding						
Organization of seminars and lectures by scientists from leading educational institutions of the Republic of Kazakhstan and foreign countries		X	X	X	X	

IV. Mechanisms for implementing the OP development plan

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

The collective governing body of the CC is formed by the head of the Rector's office, vice-chairmen -the vice-rector for Educational and methodological work, the Vice-rector for Science and Strategic Development of the University, the vice-rector for Legal Affairs and Anti-corruption Policy, the vice-rector for international Cooperation, the vice-rector for educational work and social issues, the dean of the faculty, the head of the department.

All interested parties participate in the process of forming a plan for the development of the OP: the university administration, teaching staff, employers, students, etc. This process is carried out by discussing professional competencies, expected results, and a catalog of elective subjects.

Performers of OP-teaching staff of the department form and implement a plan for the development of OP. When developing the goals and development strategy of the 6B01733 –"Russian Language and Literature in schools with Russian and Non-Russian languages of instruction (IP)" program, internal stakeholders of the university are actively involved, in particular, students, faculty and staff, as well as external stakeholders, which include graduates, employers, legislative and authorized bodies partners.

OP quality monitoring

No	. Names of events	Dates of holding	Responsible
1.	Monitoring the quality of the educational program	december, 2024-2025 academic year	Dean's Office,
		december, 2025-2026 academic year	Head of the Department advisors
1.1	Internal university asurvey among students	december, 2026-2073 academic year	
1.2	External survey (among employers, assessment of graduates)	december, 2027-2028 academic year	
		december, 2028-2029 academic year	
		february-april, 2024-2025	

		academic year february-april, 2025-2026 academic year february-april, 2026-2027 academic year february-april, 2027-2028 academic year february-April, 2028-2029 academic year.	
2	Examination of the educational and methodological complex of the discipline	September-December, 2024-2025 September-December, 2025-2026 September-December, 2026-2027 September-December, 2027-2028 September-	December, 2028-2029 Head of the Department, UMS Faculty
3	Final control and analysis of exam results	According to the academic calendar.	Head of the Department, advisors
4	Analysis of the results of the final certification	June, 2024-2025 academic year June, 2025-2026 academic year June, 2026-2027 academic year June, 2027-2028 academic year June, 2028-2029 academic year	Head of the Department, teaching staff of the Department
5	Conducting open classes	According to the plan	of the Head of the Department.
6	Mutual visits of classes, discussion of results at the	According to the plan of the department,	visits of the Head.

	meeting of the department	schedule of mutual	
7	Conducting seminars and round table meetings	In accordance with the department's work plan, schedule of mutual	visits to the Head of the department's teaching staff.department, teaching staff of the department

V..Risk management

Names of possible risks	Possible consequences in case of failure to take risk	management measures Risk management Risk management measures
measures 1	2	3
External risks		
of Рост & D of country and political risks	Reduction in the number of foreign partner universities. Reduction of the number of invited foreign specialists.	Placement on the university's website of information about the university, its licenses, accreditations, as well as information on the rules пfor attracting foreign specialists, the rules for the stay and training of foreign students in the university, the material and technical base of the university and the opportunities for social adaptation of foreign students
Unfavorable demographic situation in the region	Decrease	in the total number of students schoolchildren, reaching regions of Kazakhstan and neighboring countries
Low level of education of school leavers	Low level of preparation of graduates for admission to higher education institutions	Organization of preparatory courses for graduates, conducting additional classes, working together with regional schools
Decrease in	Decrease in the number of	Introduction of hybrid, project-

students ' motivation to study Russian language and literature	students, loss of interest in OP	based, gamified training. Conducting literary quests, contests, and festivals.
Increased competition from online education and EdTech companies	Outflow of students to alternative educational platforms	Development of their own hybrid programs, online courses, creation of unique educational products (media texts, VR cases, etc.).
Internal risks		
Level of students 'knowledge	Decrease in the level of students' knowledge	Increase in the quality of training, improve the OP, make changes to the catalog of elective disciplines that meet modern requirements. Expanding the pedagogical, psychological, мand methodological knowledge of teachers who meet the new paradigm of teaching and learning, based on modern requirements educational requirements
Scientific potential and research work of teaching	staff Weakening the work on improving the quality of education the scientific potential of teaching staff	Increase in the number of publications in journals recommended by KKSON of the Ministry of Education and Science of the Republic of Kazakhstan, increase in the share of publications in foreign journals with a non-zero impact factor
Student population	Decrease in the number of students	Activation of career guidance work
Low motivation and involvement of students in academic and extracurricular activities	Drop in the quality of training, lack of involvement, student turnover	Introduction of creative, gamified formats, project and research training; creation of student clubs based on interests.

VI. Financial support of the OP development plan.

Financial support for the implementation of the OP development plan for 2024-2029 will be provided from the university's funds, as well as by attracting funds from state and other sources of funding. Capital and operating costs are projected.