ALIKHAN BOKEIKHAN UNIVERSITY

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2021-2025 OP 6B01201 - «Preschool education and upbringing» Educational program development plan

At the extended meeting of the department It is provided Protocol № 11 «24» 02. 2022 Head of the Department _____ Sultanova N.K.

2022 г.

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2021-2025 OP 6B01201 - «Preschool education and upbringing» Educational program development plan

1. Generel provisions

Cabinet educational program 6B01201 - "Preschool education and upbringing". Classification of training areas: 6B012 - "Teacher. The teacher of the preschool organization of education".

License to conduct an educational program series no.KZ041 AA00032042, dated 17.09.2021. The educational program is implemented through curricula and programs (working curricula of the discipline). The educational program "6B01201 - Preschool education and upbringing" is aimed at theoretical and practical training of specialists in the field of preschool education. OP 6B01201 "Preschool education and upbringing", implemented by the Department of Pedagogy and Psychology of the Faculty of Humanities of the Educational Institution "ALIKHAN BOKEIKHAN UNIVERSITY". The program involves the training of competitive specialists in the field of preschool education, who possess innovative technologies of teaching and upbringing; have high social and civic activity, leadership qualities, who are able to navigate modern pedagogical science and competently solve practical problems.

Compiled by: Head of the Department of Pedagogy and Psychology, PhD, Associate Professor N.K. Sultanova;

senior teachers of the Department of Pedagogy and Psychology: Lekerova A.A., Ismailova G.M., Rizina P.A.

Regulatory framework of educational programs:

- Ministry of Education and Science of the Republic of Kazakhstan No. 604 dated 31.10.2018 in accordance with the order of the SES of Higher Education

- Ministry of Education and Science of the Republic of Kazakhstan No. 563 dated 12.10.2018. rules for the organization of the educational process on credit technology of training

- 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.

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

The educational program has been developed in accordance with the National Qualifications Framework and Professional Standards, coordinated with the Dublin Descriptors and the European Qualifications Framework. Personnel training is conducted for the field of preschool education.

Personnel training under the educational program "Preschool education and upbringing" is conducted from the bachelor's degree. Bachelors are graduated to work as specialists who carry out their professional activities in the field of preschool education. The objects of professional activity are: institutions of preschool education and upbringing. The educational program meets the needs of society for qualified specialists in the field of preschool education, taking into account the modern labor market and rapidly changing conditions. The development of the educational program is provided with all the following necessary resources: financial, informational, personnel, material and technical base.

Educational activities

Students of the educational program have the opportunity to acquire theoretical knowledge and practical skills, both in the course of lectures and in practical classes. For this purpose, the OP "Preschool education and upbringing" has a classroom fund equipped with modern technical training facilities; specialized classrooms equipped with modern equipment. The total training area used corresponds to the normative indicators, the norms of the sanitary and fire service.

Innovative and interactive forms of learning are widely used in the classroom, students' participation in research work is achieved. Educational programs are reviewed.

The implementation of educational programs and their development strategy are carried out in accordance with the mission and goals of the university (approved at the meeting of the Academic Council, Protocol No. 4 of December 29, 2017). The achievement of the university's mission is due to the introduction of a credit system of training, the focus of training on the development of competencies, the professional orientation of training students taking into account the latest achievements of science in the formation of the content of educational programs. The professional standard "Teacher" serves as the basis for the development of educational programs and modules of pedagogical specialties, determining their qualification criteria by levels of compliance.

The educational program 6B01201 "Preschool education and upbringing" is being developed with the participation of teaching staff, employers and students. Employers and students can make suggestions to improve the structure of the educational program. The OP is discussed at a meeting of the department, is considered and recommended for approval by the faculty, university and approved at a meeting of the University's US.

The organization of the educational process is aimed at ensuring the quality of the services provided, taking into account the student-centered approach. The student-centered approach in education is aimed at a personal-activity approach based on humanistic ideas.

Strengths:

- innovative teaching methods are used on an ongoing basis;

- continuous professional development of the teaching staff of the department, providing high-quality training of bachelors;

- development of an OP taking into account the recommendations of social partners.

Weaknesses:

- insufficient enrollment of students for this OP;

- lack of joint educational programs with foreign universities;

- insufficient development of academic mobility of students.

Research activities

As part of the research of the department, research activities of the teaching staff of the department and students are carried out, the result of which is the publication of monographs, the publication of scientific articles. Within the framework of the educational program 6B01201 "Preschool education and upbringing", there are and are implemented mechanisms for planning, monitoring and evaluating the results of research work regulated by the "Regulations on the organization, monitoring and evaluation of research work of Alikhan Bokeikhan University".

The research activity of the teaching staff is carried out within the framework of the approved topic of research work on the department. The teaching staff of the department annually publish the materials of their scientific research in domestic, rating, and foreign scientific publications, as well as in scientific journals with a non-zero impact factor.

Based on the results of participation in international conferences, the teaching staff of the department systematically publish articles, are published in the journals of the KKSON RK, introduce new learning technologies, textbooks and teaching aids for the educational process into the educational process. So, for example, Dakina G.T. published an article on the topic "ZHOO okytushylarynyn kasibi tulgalyk kasietterin damu yerekshelikteri" in the journal Bulletin of KazNPU, (May 2021); Imanbekova G.B. prepared and published articles: "Development of the culture of preserving the psychological health of students" in the materials of the international scientific - practical conference "Innovative management and technologies in the era of globalization": Materials of the VIII International Scientific and Practical Conference (January 6-8, 2021 Birmingham), "Bolashak pedagogue-psychologialyk densaulykty aktau madeniyetin damytu" in the materials of the international scientific and practical conference and the VIII International Scientific and practical Conference "Science and Education in the modern world: challenges of the XXI century" (Nur-Sultan, sauir, 2021), Oryngalieva Sh.O. prepared an article on the topic: Teacher training in the context of inclusive education: On the example of Kazakhstan. // BULLETIN NUMBER -ISSN / e-ISSN 0007-473X, http://bulletinmonumental.com/Volume 23 : Issue 3 -2022, pp. 35-43.

Teaching staff of the department produce educational, teaching aids. For example, Sultanova N.K. "Vocaldy-chorus of tarbiesi": oku-adistemelik kural, 2021 zh., "Muzykalyk bilim berudin zhanartylgan mazmunyn zhosparlau zhane modeldeu". Oku-adistemelik kural. 2021 zh., "Mektep zhasyna deingi balalarga muzykalyk tarbieh theory of men adistemesi": oku-adistemelik kural, 2022 zh.; Abdullina G.K. "Defectology": Oku kuraly. 2022 w. "Tildik kemistikter: sebepteri men kalypka keltiru". Oku kuraly. 2022 w. Ospanova B.K. Sultanova N.K. "Erekshe bilim beru kazhettilikteri bar balalarmen zhumys: bilim beru kenistigi, otbasy": oku kuraly., 2022 w.

Since the teaching staff of the Department of Pedagogy and Psychology are constantly improving their qualifications at various advanced training courses, respectively, each teacher, depending on the field of their activity and improving the level of knowledge and competencies, implements them in the educational process. Teachers who have passed advanced training share their knowledge at scientific and methodological seminars of the department, actively implement the obtained scientific results in the educational process. So, for example, N.K. Sultanova. she took advanced training courses: "Psychological correctional technologies of working with family and children at the ZPR" in Barnaul, Russia (from October 26 to November 8, 2020); "Management in education" for heads of structural divisions in Semey institutions (from January 18 to 29, 2021); "Active methods of musical education for children in the DOE" on the basis of the Kazakh Humanitarian and Legal Innovation University (6.11-17.11.2017); "Designing the educational process in preschool institutions" on the basis of KazGUIU (02.06.-13.06.2018); Dakina G.T.: "Methods of teaching disciplines in a remote format using ICT" on the basis of KazGUIU (14.09 -18.09 2020); "Psychological features in the development of children of early and preschool age" on the basis of KazGUIU (18.10-29.11.2019); "Support of the psychological and pedagogical process in preschool organizations" at the Institute of Analysis and social and marketing research of Semey (03.04.-26.04.2019); Oryngalieva Sh.O. passed a specialization in "Art therapy" 144 hours at the Institute of Advanced Training and Additional Education of Al-Farabi Kazakh National University. from 23.02-21.06.2019. in Almaty; she also received a certificate of advanced training in the framework of the International Winter Psychological School _ 2021 "Fundamentals and Technologies of Integrative Applied Psychology", which was held at the Al-Farabi Kazakh National University in Almaty.

The scientific activity of the faculty of the department on the publication of articles in journals included in the database of Scopus and Web of Science has intensified. For example: Sultanova N.K.: "Formation of psychological and pedagogical competencies of social workers through advanced training courses", Cyprus Journal of Educational Sciences, Volume 16, Issue 4, (2021" 1858-1877 www.cjes.eu Cyprus, 33 percentile; "The effectiveness of the future teacher's learning model in inclusive education" International Journal of Education and Practice 2021, Volume 9, No. 4, pp. 670-686. ISSN(e): 2310-3868 ISSN(p): 2311-6897 DOI: 10.18488/journal.61.2021.94.670.686 © 2021 Ray of Consciousness. All Rights Reserved, 54th percentile; «Stimulating the Professional and Personal Self-Development of Future Teachers in the Context of Value-Semantic Orientation »– Hindawi Education Research International Volume 2022, Article ID 8789773, 11 pages; «Technologization of the pedagogical process in preschool educational institutions» - World Journal on Educational Technology: Current Issues Volume 14, Issue 2, (2022) 438-455.

Ospanova B.K.: "The effectiveness of the future teacher's learning model in inclusive education" International Journal of Education and Practice, 2021-Volume 9, No. 4, pp. 670-686. DOI:10.18488/journal.61.2021.94.670.686.

Ayupova G.T.:«Peculiarities of professional identify in teachers» Espacios(ISSN07981015-Venezuela-Scoups), 839090. Vol. 39 (№29)Year 2018 p15; «The Relationship between Posttraumatic Stress Disorder, Interpersonal Sensitivity and Specific Distress Symptoms: the Role of Cognitive Emotion Regulation» Psychiatric Quarterly ISSN 0033-2720 Psychiatr Q DOI 10.1007/s11126-019-09665-w Springer Science+Business Media, LLC, part of Springer Nature 2019. 19 Avgust 2019; «Determing professional mobility of Secondary School Teachers» International Journal of Cognitive Research in Science, Engineering and Education (IJRSEE), 8 (3) 39-45, Volume 8,Issue 3,December 2020.

Ismailova G.M.: «Formation of Future Teachers-Psychologists' Competence to the Adaptation in Their Professional Activity» Review of international geographical education ISSN: 2146-0353 © RIGEO 11(5), SPRING, 2021, doi: 10.48047/rigeo.11.05.334, Page 4560-4576, 28 percentile;; «Determining Professional Mobility Levels of Secondary School Teachers» International Journal of Cognitive Research in Science, Engineering and Education, Vol. 8 (Number 3), Year 2020, Page 39–45.

Strengths:

- a sufficient number of scientific publications from teachers working on this educational program;

Weaknesses:

- increase the number of publications in international scientific journals with a non-zero impact factor.

Assessment of the main external and internal factors

External factors:

- constant reform of state norms and standards affects the training of scientific personnel (constant change in the requirements for awarding degrees);

Internal factors:

- insufficient knowledge of a foreign language to fully promote the results of scientific research in the international scientific space.

Educational activities

The university has approved the "Concept of educational work of Alikhan Bokeikhan University", which is a set of scientifically based approaches to the main goals, objectives, principles, content and directions of educational work. To implement the main objectives of the "ABU Educational Work Concept", the university has a Youth Policy Center (YMP), which creates optimal conditions for ensuring the intellectual, spiritual, moral and physical development of students.

The main tasks of the self-government of our university are the solution of the most important problems of the life of students, the development and holding of cultural and sports events, as well as the development of social activity of students. Currently, such student self-government is the center of youth policy. The center covers a wide range of areas of student life – from research activities to the organization of leisure activities for young people.

Within the framework of the student self-government OP 6B01201 "Preschool education and upbringing", students attend the circle "Tarbieh tagylymy". The purpose of this circle is to carry out the most important functions of organizing student life.

The system of student self-government is implemented through the

following organizations: the team "Enactus KazGUIU", the creative group "Urker", the youth wing "Zhas Otan", "KazGUIU Students Alliance", "KazGUIU KVN Union", the debate club "Everest", the charity organization "Ak Niet", "Business Incubator".

Strengths:

- implementation of the student self-government system through the participation of students in various organizations (creative group "Urker", youth wing "Zhas Otan", "KAZGUU Students Alliance", "KAZGUU KVN Union", debate club "Everest", charity organization "Ak niet");

- development of civic responsibility, patriotism, legal awareness, political culture, value attitude to the environment.

Weaknesses

- insufficient number of measures aimed at socio-legal protection of students and socio-psychological adaptation of 1st year students.

Assessment of the main external and internal factors 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 of youth public organizations of universities with state structures at the republican, regional, local levels has been established;

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

- social support, providing material assistance to socially unprotected categories of students.

The state of resource provision

Educational resources, library fund, computers, laptops, curators and consultants are needed to organize training on OP 6B01201 "Preschool education and upbringing". Alikhan Bokeikhan University has all the necessary educational, logistical and social infrastructure.

The academic building has the necessary number of classrooms equipped with projectors and interactive whiteboards, which contributes to the effective organization of the educational process.

The educational program is provided with the necessary material and technical base in accordance with the established requirements. The material and technical base of the university ensures the conduct of all types of lectures, practical classes, research work of students provided for in the curricula, complies with current technical standards, and the requirements of the SES. The material and technical equipment includes a sufficient number of classrooms, many of which are equipped with projectors and interactive whiteboards, which gives teachers ample opportunities for high-quality classes. Practical and seminar classes are also held in specialized classrooms: the self-knowledge room, the pedagogical mastery room, the psychological relief room, the Psychological and Pedagogical Correction Room (PPC), the Center for Psychological and Pedagogical Research, the Kazakh-Israeli Center for the Development of Inclusive Educational Programs.

In particular:

A branch of the Department of Pedagogy and Psychology was opened on the basis of KSU "Secondary school No. 42 with a boarding school" of the Department of Education in the city of Semey of the East Kazakhstan region.

The university has the necessary number of computer classes, reading rooms, multimedia, language and scientific and methodological classrooms. The University library has 2 points for issuing books in academic buildings, with a total area of 364.3 m2 (including two shifts). The library has departments: subscription, a common reading room with 100 seats, a scientific hall and a media library hall with 25 seats, a periodicals hall with 40 seats and a reading room in a dormitory with 20 seats.

In order to create favorable conditions for the formation of a unified information space, providing students with centralized access to all types of scientific and technical information resources, 9 computers are functioning in the reading room, which contain a database "ZAN" in two languages, in addition, the university has signed an agreement with the RMEB (Republican Interuniversity Electronic Library). The library is connected to the global Internet, the total connection speed is 8 MB/s.

In the reading rooms of the library, computerized places for readers are installed, which are used to provide access to bibliographic and full-text databases. In their free time, students have access to perform independent work, and the teaching staff to prepare for classes, and to write teaching aids, research, etc.

The library fund for OP 6B01201 "Preschool education and upbringing" is formed in accordance with curricula and programs, a map of book availability for OP and information requests from readers. The book supply map contains information about academic disciplines studied at the university, publications recommended for use in the educational process for each discipline of the specialty.

The library organizes its work in accordance with the requirements of the laws of the Republic of Kazakhstan: "On Education", "On higher and postgraduate professional education"; the Regulations "On the library "Alikhan Bokeikhan University".

The main contingent of readers consists of students and teaching staff who have free access to basic and additional educational, teaching and methodological literature and teaching aids. An exhibition of new books on educational programs is held annually.

In addition, you can get acquainted with the literature through such sources as a monthly newsletter, exhibitions of new arrivals of scientific, educational and methodical literature in the reading room, virtual exhibitions on the university's website and on social networks: VK, Instagram, Facebook.

The library's resources are focused on providing the educational process and

research work in the main areas of the university's activities.

Strengths:

- the provision of educational and scientific literature of the disciplines of OP 6B01201 "Preschool education and upbringing" in general is 100%;

- use of modern information and communication technologies in the library;

- availability of its own electronic library system;

- sufficient material and technical base;

- an information network with an access point through the educational portal of the university technically ensures the full functioning of the information and educational environment of the University;

- availability of the ABU website and work in three languages (Kazakh, Russian and English);

- electronic resources available for free under the national program "ELSEVIER", "SPRINGER LINK", etc.

Weaknesses:

- insufficient number of electronic textbooks developed by us.

Assessment of the main external and internal factors.

External factors:

-competition from other universities in the region prevails.

Internal factors:

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

- access of teachers and students to the Wi-Fi network throughout the university, departments, halls of electronic resources, the hostel is 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 the AIS with educational and methodological documentation in the context of OP disciplines, including structured information (presentation materials, video materials, lecture notes, relevant educational literature, etc.).

3. Directions of development of educational programs in the specialty 6B01201 - «Preschool education and upbringing»

Strategic directions of the development plan of OP 6B01201 "Preschool education and upbringing":

Strategic direction 1. Orientation of the educational process on the continuity of professional training

Strategic direction 2. Research and innovative development of the university: strategy and mechanisms of modernization in the conditions of modern socio-economic development of Kazakhstan

Strategic direction 3. Modernization of the mechanisms of the organization of educational activities within the framework of the comprehensive development of the student

Strategic direction 4. Modernization of international activities and increasing

the attractiveness of the university.

The purpose of the OP is to train competitive specialists in the field of preschool education who possess innovative technologies of teaching and upbringing; have high social and civic activity, leadership qualities, who are able to navigate modern pedagogical science and competently solve practical problems.

For the effective implementation of the OP, the following tasks are defined:

- formation of qualified teaching staff in demand in the labor market, able to competently organize various models of preschool education, develop and support the implementation of educational programs of preschool education;

- mastering new scientific and theoretical foundations and patterns of education, training, development of children of early and preschool age;

- formation of ideas about the place and role of preschool pedagogy and private methods in the system of interdisciplinary research in solving practical problems of upbringing, training and personality development of children of early and preschool age;

- study of the main directions and specifics of modern teaching methods of individual disciplines as a science: content, forms and methods of teaching;

- formation of pedagogical interaction skills;

- formation of skills of application of pedagogical knowledge in future professional pedagogical activity in the field of preschool education.

The graduate's competence model:

The educational program 6B01201 "Preschool education and upbringing" is to provide conditions for obtaining a full-fledged, high-quality professional education, general education and professional competence.

Expected result:

ON 1. Demonstrate knowledge and understanding of the implementation of practical pedagogical activities using the methodology and technology of educational activities, taking into account modern and folk means of pedagogical education and inclusive processes.

ON 2. He is able to apply professional communication skills, use effective ways of communication and interaction with different age categories, taking into account multilingualism.

ON 3. Identify the main categories and positions of modern psychological science, interpret patterns of mental development, levels of cognitive processes, age characteristics of children of early and preschool age.

ON 4. Develop an algorithm of professional actions in working with children with various developmental disabilities, apply the theoretical knowledge obtained to classify the separation of development and provide psychological and pedagogical assistance to children with special educational needs.

ON 5. To identify the main categories and provisions of age-related physiology, anatomy and hygiene in order to provide timely medical care and prevent the prevention of childhood diseases, as well as hygiene of children of early and preschool age.

ON 6. Apply modern methods, technologies, techniques, diagnostic techniques in various activities of a preschool teacher; collect and interpret

information to form ideas about the development of the personality of a child of early and preschool age.

ON 7. Apply theoretical and practical knowledge to solve problems in the field of preschool education, the main aspects of pedagogical activity, the content of theory and practice of management of educational systems of preschool institutions and partnership with parents.

ON 8. Demonstrate the skills and abilities of using modern teaching methods and monitoring educational technologies for teaching private methods, taking into account ICT, developing and improving various types of documentation of a preschool teacher.

ON 9. Classify effective methods and techniques of teaching and upbringing with the help of a specially organized environment for the organization of cognitive activity of children of early and preschool age, allowing to improve the pedagogical skills of teachers of preschool institutions and preschool groups.

ON 10. Demonstrate knowledge and understanding of the socio-pedagogical process, the peculiarities of the development of children in the first three years of life, the patterns of social development of personality, as well as the influence of family and family education on the socialization of children of early and preschool age, including the historical experience of pedagogical science.

ON 11. To demonstrate the communication skills necessary for preschool children, the application of knowledge and understanding of the facts of the development of the emotional and intellectual spheres of the personality of preschool children, taking into account various aspects of school readiness.

ON 12. To evaluate theoretical knowledge and formed professional skills during the passage of various types of practices, to generalize the methods of scientific and pedagogical research in order to test them in practice.

ON 13. Systematize, summarize legal and economic information for use in professional, including entrepreneurial activities based on knowledge, principles and culture of academic integrity.

| or obor201 Treschool education and uporniging | | | | | | |
|---|-------------|-----------------------|------|------|------|------|
| Target indicators | unit of | in the planned period | | | | |
| | measurement | | | | | |
| | | 2021 | 2022 | 2023 | 2024 | 2025 |
| 1 Increase in the | % | 60 | 65 | 70 | 75 | 80 |
| share of graduates | | | | | | |
| of the "Preschool | | | | | | |
| Education and | | | | | | |
| Upbringing", | | | | | | |
| employed in the first | | | | | | |
| year after | | | | | | |
| graduation | | | | | | |
| The percentage of | % | 30 | 40 | 60 | 80 | 100 |
| teaching staff who | | | | | | |
| have completed | | | | | | |

- Target indicators and measures for their implementation in the framework of OP 6B01201 "Preschool education and upbringing"

| | I | 1 | | 1 | 1 | 1 |
|-----------------------|---------|------|------|------|------|------|
| advanced training | | | | | | |
| courses on new | | | | | | |
| teaching methods to | | | | | | |
| improve and master | | | | | | |
| new competencies | | | | | | |
| according to the OP. | | | | | | |
| Number of joint | Кол -во | - | 1 | 1 | 2 | 3 |
| educational | | | | | | |
| programs with | | | | | | |
| partner universities | | | | | | |
| Organization of | % | - | 10 | 15 | 20 | 25 |
| external academic | | | - | | - | _ |
| mobility of teaching | | | | | | |
| staff and students | | | | | | |
| Increase in the | % | 40 | 45 | 50 | 55 | 60 |
| number of scientific | 70 | | | 00 | 00 | 00 |
| publications of | | | | | | |
| teaching staff and | | | | | | |
| students | | | | | | |
| Measures to achieve | | 2021 | 2022 | 2023 | 2024 | 2025 |
| the target indicators | | -0-1 | | 2020 | | |
| Organization of | | X | X | Х | Х | Х |
| professional | | | | | | |
| development of the | | | | | | |
| teaching staff in the | | | | | | |
| areas of | | | | | | |
| development of the | | | | | | |
| education system. | | | | | | |
| Participation in | | X | X | Х | Х | Х |
| regional and | | | | | | |
| republican scientific | | | | | | |
| events, programs | | | | | | |
| and competitions. | | | | | | |
| Implementation of | | X | X | X | Х | Х |
| dual education | | | | | | |
| programs for | | | | | | |
| students | | | | | | |
| Stadento | 1 | 1 | 1 | 1 | 1 | |

4. Mechanisms for implementing the OP development plan

The development of an OP development plan provides an integrated approach to the implementation of activities aimed at achieving the set goal through the solution of formulated specific tasks, contributes to the full implementation of planned activities. At the end of the academic year, it is planned at the meeting of the department to monitor the OP "Preschool education and upbringing", with the participation of all interested parties, to discuss the results achieved, the effectiveness and efficiency of the implementation of the OP. The analysis of the achievement of target indicators is considered at a meeting of the department with the participation of leading teaching staff, other interested persons. Monitoring of the implementation of the Development Plan is carried out by analyzing and summarizing information on the implementation of development indicators in the following areas. Based on the results of the monitoring, the management of the OP "Preschool Education and Upbringing" is preparing a conclusion on the implementation of the Development Plan. The conclusion is drawn up in any form and sent to the dean of the faculty, it is the basis for drawing up the annual report of the faculty within the framework of strategic indicators and results for evaluating the Development Strategy of the university as a whole. The processes of formation, monitoring and implementation of the OP development plan should be based on the principles of openness and transparency. The OP development plan is posted on the official website of the university.

| J. KISK IIIAIIA | , | | | | |
|--|--|--|--|--|--|
| Probabilistic names of | Possible | Risk management measures | | | |
| risks | consequences in | | | | |
| | case of failure to | | | | |
| | take risk | | | | |
| | management | | | | |
| | measures | | | | |
| 1 | 2 | 3 | | | |
| | Directions | | | | |
| External risks | | | | | |
| Reduction of the contingent of students in the OP | Reduction of the number of students, reduction of the staff of teaching staff | | | | |
| Low level of education of school graduates | The low level of preparation of graduates for admission to universities. | Organization of preparatory courses for graduates, conducting additional classes, joint work with schools of the region. | | | |

5. Risk management

| Instability | Instability | Active work with customers | | |
|-------------------------------|-------------------------|-------------------------------|--|--|
| of income of the population, | • | of educational services, | | |
| increase in the cost | population, | | | |
| | increase in the cost | changing the nomenclature | | |
| of educational | | of specialties. and | | |
| services. | of educational | specializations taking into | | |
| | services. | account | | |
| | | the interests of consumers. | | |
| Decrease in the output of | | Increase in the production of | | |
| educational and | the quality of | own publications of the UMR | | |
| methodological literature in | graduates and the | faculty of the department | | |
| the state language in | | U | | |
| specialized disciplines | students in the state | OP courses and their | | |
| | language. | acquisition from outside | | |
| | Internal risks | | | |
| Scientific potential | Reduction of scientific | Training of highly qualified | | |
| Teaching | potential of teaching | scientific personnel through | | |
| staff and research | staff | doctoral studies (PhD)) | | |
| work | | | | |
| Decrease in the proportion of | Reducing the | Provision of academic | | |
| students covered by external | 6 | mobility of students and | | |
| academic mobility | | teaching staff on a permanent | | |
| | target indicators | basis, through joint | | |
| | tanget mateutors | educational programs with | | |
| | | partner universities. | | |
| The level of knowledge of | Decrease in the lovel | 1 | | |
| students | | | | |
| students | 0 | teaching, improving the | | |
| | students | curriculum, making changes | | |
| | | to the catalog of elective | | |
| | | courses in accordance with | | |
| | | modern requirements. | | |

6. Financial support of the OP development plan

Financial support for the implementation of the Development Plan of OP 6B01201 "Preschool education and upbringing" for 2020-2025 will be provided from the funds of the university, as well as by attracting funds from state and other sources of funding. Capital and operating costs are assumed.