

TARGET INDICATORS of the Development Program of Non-Commercial Joint-Stock Company “Kazakh National Women’s Teacher Training University” for 2023-2029

№	Target indicators	Calculation method	unit	In the planning period						
				2023	2024	2025	2026	2027	2028	2029
DIRECTION 1- IMPROVING THE EFFICIENCY AND ENSURING THE QUALITY OF THE EDUCATIONAL PROCESS										
Goal: Systemic modernization of professional training of future teachers (teaching staff) and specialists, student-centered and practice-oriented training.										
Task 1: qualitative restructuring and renewal of the conditions of admission to the teaching profession										
1.1.1.	Direct indicator Services for training specialists with higher and postgraduate education on a government order and on a contract basis	Contingent of students, total: undergraduate, graduate, doctoral students studying on a grant and on a contract basis	unit	8731	9779	9900	10000	10100	10200	10300
1.1.2.	Direct indicator Educational services in the field of technical and vocational education	Number of students in college	unit	400	420	440	460	480	500	520
1.1.3.	The share of those admitted to the university who have the “Altyn Belgi” signs, winners of international Olympiads and scientific project competitions of the last three years, winners of the presidential, republican Olympiads and scientific project	Calculation formula: $H = G \div F \times 100$, where: H – the share of those admitted to universities with “Altyn Belgi” signs, winners of international Olympiads and scientific project competitions of the last three years, winners of presidential, republican Olympiads and scientific project competitions of the current academic year; a	%	30,71	30,83	30,93	31,00	31,10	31,20	31,30

	competitions of the current academic year (awarded with diplomas of the first, second and third degrees) from their total number	G – the number of applicants to universities who have “Altyn Belgi” signs, winners of international Olympiads and scientific project competitions of the last three years, winners of presidential, republican Olympiads and scientific project competitions of the current academic year; F – total number of admissions.								
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Task 2: updating the content of professional training: updating the content of school education, internationalizing the content of education

1.2.1.	Share of innovative educational programs developed at the request of industry associations and enterprises	Number of innovative EPs developed by order of industry associations and enterprises (/) total number of EPs (*) 100	%	4,54	7,14	9,52	11,90	14,28	16,66	19,04
1.2.2.	Share of interdisciplinary educational programs	Number of interdisciplinary EPs (/) total number of EPs (*) 100	%	15,90	19,04	21,42	23,80	26,19	30,95	33,33
1.2.3.	Number of international EP University	Number	unit	2	3	4	5	6	7	8
1.2.4.	Number of educational programs within the framework of double-degree education with partner universities from the Top 700 QS rankings	Number	unit	1	1	2	2	3	3	4

Task 3: introduction of indicators of achievement of competence: functional, linguistic and digital competence

1.3.1.	Share of research and design components in the content of educational programs	Number of disciplines containing research and project components (/) number of EPs (bachelor's, master's, doctoral) (*) 100	%	12,50	13,09	14,28	15,47	16,66	17,85	19,04
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1.3.2.	Share of teaching staff teaching in English from the total number of teaching staff	Number of teaching staff teaching in English (/) total number of teaching staff (*) 100%	%	12,70	9,33	9,67	10,01	10,35	10,69	11,03
1.3.3.	Transition to the Smart University model – use of open education platforms	Number	unit	1	2	2	2	2	2	2
Task 4: improving the quality of teacher training through lateral entry programs into the profession										
1.4.1.	Number of participants in lateral entry into the teaching profession (PGCE) programs	Number	person	10	22	24	26	28	30	32
1.4.2.	Share of employers and representatives of business structures involved in the educational process from the total number of teaching staff	Number of employers and business structures involved in the educational process / EP * 100)	%	28,40	32,14	34,52	36,90	40,47	41,66	42,85
Task 5: career opportunity - individualized training trajectory with subsequent employment										
1.5.1.	Final result Proportion of employed graduates in the first year after graduation	The ratio of the total number of university graduates to the number of employed graduates. Calculation formula: H= G÷F ×100, where: H – the share of employed graduates in the first year after graduation; G – the number of employed university graduates (with the exception of graduates exempted from the obligation to work in accordance with paragraph 17-2 of Article 47 of the Law of the Republic of	%	87,00	88,00	88,50	89,00	89,50	90,00	90,00

		Kazakhstan “On Education”); F – total number of university graduates. выпускников вуза.								
Task 6: barrier-free learning, research and expansion of academic mobility										
1.6.1.	The degree of satisfaction of students, teaching staff with the quality of educational services and the ecosystem	Ratio of the number of satisfied respondents to the total number of respondents Calculation formula: $H = 100 - (F/G \times 100)$, where: N – degree of satisfaction of students and teaching staff with the quality of educational services and ecosystem G – number of satisfied students and teaching staff during the survey; F – total number of students and teaching staff. $100 - (5736/10368 \times 100)$	%	0,00	45	50	55	60	65	70
1.6.2.	Ratio of teaching staff to students, including part-time teaching staff and invited foreign teaching staff	Total number of teaching staff including part-time teaching staff and invited foreign teaching staff / total student population * 100	%	6,32	6,02	6,06	6,70	7,32	7,94	8,54
1.6.3.	Share of foreign students in the university from the total number of students (in accordance with the coefficient of 1.5)	Number of foreign students (/) total number of students studying for BA, MA, PhD (*) 100	%	1,77	1,78	1,79	1,80	1,81	1,82	1,83
1.6.4.	Share of students who went abroad under the academic mobility program for a period of at least trimester, semester, academic	Number of those who went abroad under the academic mobility program for a period of at least trimester, semester, academic year (/) total number of students studying for BA, MA, PhD (*) 100	%	0,59	0,60	0,61	0,62	0,63	0,64	0,65

	year from the total number of students									
1.6.5.	Share of students who entered the academic mobility program from abroad for a period of at least trimester, semester, academic year from the total number of students	Number of those who entered the academic mobility program abroad for a period of at least trimester, semester, academic year (/) total number of students studying for BA, MA, PhD (*) 100	%	0,33	0,33	0,35	0,36	0,37	0,38	0,39

DIRECTION 2 – SUSTAINABLE DEVELOPMENT OF RESEARCH ACTIVITIES

Goal: Develop a sustainable research environment for quality research of teachers and students, focused on practical results in the development of rural education.

Task 1: increasing the level of involvement of teachers (foreign researchers, young scientists) in research activities in priority areas of the development of science at the University

2.1.1.	Share of teaching staff engaged in research work (in accordance with the coefficient)	the total number of teaching staff engaged in research work within the framework of scientific projects; / total number of teaching staff;*100 * 1.5 K – coefficient for national University-1.5	%	33,81	24,19	26,20	26,86	28,37	29,62	30,68
2.1.2.	Number of students participating in research projects	Number	person	18	20	24	28	32	36	40
2.1.3.	Number of scientists who completed internships in leading scientific centers of the world	Number	person	15	17	17	18	18	19	20
2.1.4.	Number of research institute scientists on the university teaching staff on a part-time basis and/or hourly pay	Number	person	3	3	3	4	4	5	5

2.1.5.	Number of joint dissertation councils with research institutes	Number	unit	1	2	2	3	3	3	4
2.1.6.	Number of start-up projects implemented by employees studying at the university out of the total number of scientific projects	Number	unit	12	12	13	14	15	16	17
2.1.7.	Number of patents obtained as part of research work, implemented at the expense of the state budget	Number	unit	3	4	5	6	7	8	9

Task 2: attracting and providing funding for research works of teachers and students of the University

2.2.1.	Direct indicator Research and development services	Total amount for research services	Amount thousand tenge	165,713	284 866	403,000	522,000	641,000	760,000	879,000
2.2.2.	The volume of private co-financing of commercialized projects of RSNTD and applied scientific research (LAE, business representatives)	The total volume of private co-financing of projects for the commercialization of RNNTD and applied scientific research (at the expense of local executive bodies, representatives of business structures)		2	3	4	6	8	11	13
2.2.3.	Share of income received from scientific activities, innovative developments and commercialized projects from the total budget of the university	Amount of income received from scientific activities, innovative developments and commercialized projects thousand tenge (/) total budget thousand tenge (*) 100	%	0,07	0,08	0,09	0,10	0,11	0,12	0,13
2.2.4.	Number of commercialized research projects	Number	unit	0	1	1	2	2	3	3

2.2.5.	Number of ongoing international scientific projects	Number	unit	2	3	3	4	4	5	5
Task 3: ensuring the growth of scientometric indicators and the implementation of the results of scientific and scientific-technical activities of teachers and students										
2.3.1.	Final result Number of articles and reviews by OVPO/research institute workers in high-ranking publications Q1, Q2 Journal Citation Reports JCR	The total number of articles and reviews by University employees in highly rated publications Q1, Q2 Journal Citation Reports JCR as part of research work	%	18	19	25	30	35	40	45
2.3.2.	Number of citations per faculty member and staff member	Number	unit	0,5	0,75	1,00	1,25	1,50	1,75	2,00
Task 4: attracting recognized world and domestic researchers, including young scientific personnel.										
2.4.1.	Share of foreign experts involved in teaching activities	Calculation formula: $H = G \div F \times 100$ (33/589*100), where: H – the share of foreign experts involved in teaching activities; G – the number of foreign experts involved in teaching activities; F – total number of teaching staff.	%	5,27	5,60	7,33	8,20	8,91	9,50	10,00
2.4.2.	Number of young teaching staff engaged in research work (in accordance with the coefficient)	Summation of the number of young teaching staff (up to 40 years inclusive) engaged in research work within the framework of research work	person	20	25	30	35	40	45	50
DIRECTION 3 – PURPOSEFUL MANAGEMENT OF THE STUDENT PERSONALITY DEVELOPMENT SYSTEM										
Goal: Creation of conditions for the formation of a healthy, purposeful, conscious, spiritually rich, moral and active person, striving for continuous and professional development										
Task 1: continuous support and access to training										

3.1.1.	Number of students at Silver University	Number	person	23	23	25	30	35	40	45
3.1.2.	Number of students in non-formal education programs (except Silver University)	Number	person	30	40	45	50	55	60	65
3.1.3.	Number of students in non-formal education programs aimed at improving digital literacy aged 6-74 years	Number	person	20	25	30	35	40	45	50
3.1.4.	Share of MOOC students with certificates issued	Number	%	4,20	4,40	4,60	5,00	5,50	6,00	6,50

Task 2: the formation of effective social elevators and student self-government - as a tool for self-knowledge and self-realization

3.2.1.	Percentage of university students involved in organized social activities	The ratio of university students involved in organized social activities, including through student self-government and the debate movement, to the total number of university students. Calculation formula: $H = G \div F \times 100$ (3 740/9 298*100), where: H – the proportion of university students involved in organized social activities (social life of the university, charity events in orphanages, boarding schools for children with special educational needs, for WWII and labor veterans, marathons, concert programs, student government, clubs and public organizations, competitions, festivals, flash mobs, volunteering,	%	40,08	40,22	40,40	42,00	43,56	45,09	46,60
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		debates) of the total number of university students; G – the number of university students involved in organized social activities; F – total number of students (undergraduate) of the university.								
3.2.2.	The level of created conditions for inclusive education at the university	The following criteria are taken into account for the calculation: - Conditions) for physical, barrier-free access in academic buildings, student dormitories and elevators for students with special education needs, - when updating the EP, active involvement in the development of inclusive education of non-governmental organizations, public foundations, public объединений)	%	60	60	65	70	75	80	85
3.2.3.	Proportion of students receiving social support	Number of students from low-income, low-income families, orphans, left without parental care. (/) total student population persons. (*) 100	%	4,23	2,23	2,52	2,80	3,06	3,33	3,59
Task 3: well-being of students and employees of the University - mental well-being, preservation and strengthening of the health of students, teaching staff and employees										
3.3.1.	Number of participants in seminars, trainings, coaching, supervision, webinars on the topics: cyberbullying, hazing, cybermobbing, communication, emotional intelligence,	Number	person	25,00	30,00	40,00	45,00	50,00	55,00	60,00

	extremism prevention, career guidance, etc.									
3.3.2.	Number of participants in individual and group consultations, correctional work, prevention of anxiety, education and strengthening of family values	Number	person	20,00	25,00	30,00	35,00	40,00	45,00	50,00

DIRECTION 4 – CREATING AN INCLUSIVE AND DIGITAL ECOSYSTEM OF THE UNIVERSITY IN ACCORDANCE WITH THE BEST WORLD PRACTICES

Goal 1: Formation of a digital single ecosystem of the University, integrated into the interuniversity and global information community, optimizing the main activities of the university in terms of improving the efficiency of educational, research and management processes.

Task 1: formation of a modern digital infrastructure and ensuring a high level of its accessibility, providing high-quality services based on it

4.1.1.1.	Share of digitized services provided by the university in terms of academic activities		%	30,00	40,00	50,00	60,00	60,00	70,00	70,00
4.1.1.2.	Share of management processes digitized		%	10,00	20,00	30,00	50,00	50,00	60,00	70,00

Goal 2: Sustainable development of infrastructure - creating a comfortable space and environment for learning and teaching in accordance with modern standards

Task 1: updating the material and technical equipment of laboratories and classrooms

4.2.1.1.	Share of financial resources spent on updating educational and scientific equipment	Calculation formula: $H = \frac{G}{F} \times 100$ (3,000,000 thousand tenge/5,917,806.4 thousand tenge*100), where: H – share of financial resources spent on updating educational and scientific equipment; G – the amount of financial resources spent on updating educational and scientific equipment;	%	0	52,00	52,50	53,00	53,50	54,00	54,50
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		F – total amount of financing.								
Task 2: innovative infrastructure										
4.2.2.1.	Construction of dormitories with 500 beds	Number	unit	0	0	1	0	0	0	0
4.2.2.2.	Number of introduced beds in student dormitories	Number	unit	3125	3136	4200	4200	4200	4200	4200
Task 3: universal ecosystem of the University										
4.2.3.1.	Proportion of educational buildings and dormitories provided with basic sources of drinking water	Number of educational buildings and dormitories provided with basic sources of drinking water / total number of buildings and dormitories *100	%	30,00	30,00	30,00	40,00	40,00	40,00	50.00
4.2.3.2.	Share of academic buildings and dormitories equipped with energy saving sources	Number of educational buildings and dormitories provided with energy saving sources / total number of buildings and dormitories *100	%	30,00	30,00	30,00	40,00	40,00	40,00	50.00
Task 4: endowment fund - targeted development of the University										
4.2.4.1.	The share of attracted investments for the development of the university from the total income of the university, including within the framework of the endowment fund	Calculation formula: H= G÷F ×100×K, where H – The share of attracted investments for the development of the university from the total income of the university, including within the framework of the endowment fund; G – the total volume of attracted investments for the development of the university, including within the framework of the endowment fund; F – total income of the university; K – national coefficient -1.5;	%	0,00	32,71	34,99	37,44	40,07	42,87	45,87

Task 5: ensuring comprehensive security										
4.2.5.1.	Share of modernization of video surveillance systems of the outdoor block of the campus	Number of modernization of campus outdoor unit video surveillance systems / total Number of campus outdoor unit video surveillance systems *100	%	100,00	100,00	100,00	100,00	100,00	100,00	100,00
4.2.5.2.	Improving the security system (training employees in anti-terrorism security and other activities)	Number of employees trained in anti-terrorism security and other activities / total number of employees *100	%	10,00	13,00	16,00	18,00	21,00	23,00	25,00
Goal 3: Creation and improvement of conditions that will expand the human capital of the entire University community										
Task 1: transition to the international standard of the system of positions										
4.3.1.1.	Level of implementation of new qualification requirements (standards) for talent management; increasing human resources potential	Number of new qualifications. requirements (standards) for talent management, increasing human resources / divided by the total number of qualification requirements	%	76,00	76,00	77	78	79	80	81
4.3.1.2.	Proportion of women managers in structural divisions of organizations	Number of women managers in structural divisions of organizations / total number of managers	%	60,00	70,00	70,00	70,00	70,00	70,00	70,00
Task 2: retraining of management personnel and continuous professional development of teaching staff										
4.3.2.1.	Proportion of managers who have undergone advanced training in management	Number of managers who have undergone advanced training in the field of management people (/) total number of AMP (*) 100 / AMP	%	53,13	53,13	53,50	53,75	54,00	54,25	54,50
4.3.2.2.	Share of teaching staff who have undergone advanced training and foreign internship	Number of teaching staff who completed internships, advanced training and retraining in foreign universities and research organizations people. (/) total number of teaching staff (*) 100	%	6,00	5,94	6,50	8,00	9,50	10,00	11,00

DIRECTION 5 – INTEGRATION OF THE UNIVERSITY INTO THE WORLD EDUCATIONAL SPACE

Goal: Globalization of education

Task 1: increasing the representation of the University in international rankings and international accreditation of the EP

5.1.1.	Final result University position in the QS-WUR ranking		position	0	0	1100-1000	900+	800+	700+	600+
5.1.2.	Programs included in QS-BY SUBJECT, TOP-100		Number of EP	0	0	1	2	3	4	5
5.1.3.	Number of educational institutions that have undergone specialized accreditation / re-accreditation	Number	unit	80	81	81	81	84	84	84

Task 2: strengthening leadership among the international educational space

5.2.1.	Participation of teachers as experts in educational activities in foreign countries	Number	person	10	13	16	19	22	25	28
5.2.2.	Number of joint/double-degree educational programs	Number	unit	0	1	1	2	2	3	3

Task 3: increase of joint research with foreign partners and expansion of international cooperation

5.3.1.	Number of scientific projects and programs within the framework of international collaboration, including those based on intergovernmental agreements	Number	unit	1	1	2	2	3	4	4
5.3.2.	Share of ongoing international scientific projects from the total number of scientific projects	Implemented international scientific projects (/) total number of projects*100	%	0,00	15,78	20,00	23,80	27,27	30,43	33,33

5.3.3.	Number of agreements (memorandums) with foreign world scientific centers to strengthen the integration of domestic science into the international scientific space	Number	unit	1	1	2	2	3	4	5
5.3.4.	Membership in international associations	Number	unit	1	2	3	3	3	4	4
5.3.5.	Share of educational programs in which the world's digital libraries are used	Calculation formula: H= G÷F ×100, where: H – educational programs in the implementation of which the world's digital libraries are used; G – educational programs in the implementation of which the world's digital libraries are used; F – total number of educational programs.	%	60.50	64.28	64.80	65.50	67.00	69.00	70.00
5.3.6.	Share of students using global digital libraries in the educational process	Calculation formula: H= G÷F ×100, where: H – the share of students using the world's digital libraries in the educational process; G – the total number of students using the world's digital libraries in the educational process; F – total number of students.	%	20.00	25.00	30.00	35.00	40.00	45.00	50.00