

"TURAN-ASTANA" UNIVERSITY



**БЕКІТІЛДІ/УТВЕРЖДЕН/APPROVED**

"Тұран-Астана" университеті академикалық кеңес  
шешімімен

Решением Академического совета

Университета "Тұран-Астана"

The Academic Council of "Turan-Astana" University

от/dated "\_\_\_" \_\_\_\_\_ 2023 ж./г./ү.

Хаттама/Протокол/Protocol №\_\_\_

Академикалық кеңес төрайымы

Председатель академического совета

Academic Council Chairman

\_\_\_\_\_ Г.Ә. Жапарова/G. A. Japarova

**EDUCATIONAL PROGRAM DEVELOPMENT PLAN  
7M01104 – EDUCATIONAL MANAGEMENT**

for the period 2021-2025

**NUR-SULTAN , 2021**

Development plan for the educational program " 7M01104 – Management in Education"

Approved at the department meeting

Protocol No. \_\_\_ from " \_\_\_ " \_\_\_\_\_ 2021

Head of Department \_\_\_\_\_

Recommended by the Faculty's Educational and Methodological Bureau

Protocol No. \_\_\_ from " \_\_\_ " \_\_\_\_\_ 2021

Chairman of the Bureau \_\_\_\_\_

Approved by the University's Academic and Methodological Council

Protocol No. \_\_\_ dated " \_\_\_ " \_\_\_\_\_ 2021

Chairman of the UMS \_\_\_\_\_

## **Information about the educational program**

The Department of Pedagogy and Psychology trains master's students in the program "7M01104 - Management in Education" in the state and Russian languages (master's degree), (license AB No. 0137367 dated February 3, 2010).

**The mission of the educational program** "7M01104 - Management in Education" is to prepare an active, creatively thinking Master of Pedagogical Sciences in accordance with the national educational model, which is results-oriented and involves the formation of a specialist of a new generation, possessing Eurasian multiculturalism, communication skills, technocracy, and the ability to creatively and highly professionally solve socially significant problems in the professional sphere at a modern scientific and practical level.

The standard period of completion for full-time education is:  
scientific and pedagogical direction - 2 years; specialized direction  
– 1 year.

**The goal of the educational program** : - training highly qualified specialists in higher education with systemic theoretical and applied knowledge and competencies in the field of educational management, capable of creatively and professionally performing administrative, managerial, psychological, pedagogical, organizational, legal, socio-economic, and scientific research activities to solve socially significant professional problems in the context of modernization of the general and vocational education system.

A graduate of the Master's program "7M01104 - Management in Education" in the scientific and pedagogical direction is awarded the degree of Master of Pedagogical Sciences in the educational program "7M01104 - Management in Education".

A Master's degree student in the program "7M01104 - Management in Education" can work:

- in educational institutions of various levels: general educational organizations (GEO), preschool GEO (kindergartens), educational institutions of primary, secondary and higher vocational education, institutions of the additional education system, in which graduates can work in management positions;

- professional, higher education institutions and institutions of additional education; education systems, state and non-state organizations, education management bodies, educational research organizations and ministries and departments of education, in various educational organizations (commercial, non-profit, state, non-state) by executives or junior managers in various services of the administrative apparatus;

- in state education administration bodies, including the Ministry of Education of the Republic of Kazakhstan; republican departmental education administration bodies;

- in various research organizations related to solving management problems in education.

In accordance with the types of professional activity of the master, the educational program solves the following tasks:

*In the field of scientific research and scientific exploration activities:*

A Master's degree in the educational program "7M01104 - Management in Education" can perform the following types of professional activities:

- organizational activities aimed at streamlining and systematizing educational processes;

- management activities aimed at forming the goals and objectives of activities in the education system and transferring them to people performing professional duties and functions.

- management activities aimed at identifying common problems, analyzing, researching, forecasting, and determining the course of development and functioning of the education system as a whole.

*In the field of educational and upbringing activities:*

- mastery of modern methodology of higher education pedagogy;
- organization of the pedagogical process in schools, colleges, universities and additional education organizations;
- socialization of the individual in the educational process;
- practical use of knowledge of the fundamentals of pedagogical activity in teaching psychological and pedagogical disciplines in a general educational institution;
- implementation of educational and upbringing work in accordance with the laws, regularities, principles, and educational mechanisms of the pedagogical process;
- development of educational and methodological materials based on modern methods, tools and technologies in accordance with established standards
- planning educational works ;
- solution specific educational tasks ;
- establishing relationships with the student body, teachers working in the given class, and parents;
- implementation of various forms of education, electronic forms of academic performance monitoring.

*In the field of organizational and managerial activities:*

- preparation and processing of analytical information for decision-making by state and local government bodies; work with databases and information systems;
- the ability to analyze and summarize information, draw appropriate conclusions, adequate use of specialized terminology, formulation of psychological recommendations in accessible and understandable language, taking into account the client's characteristics;
- possession of theoretical knowledge and practical skills in organizational management activities.

*In the field of expert and analytical activities:*

- preparation and processing of information to support the practical activities of analytical centers, public and government organizations, and the media.
- control modern educational institutions ;
  - control over legal and economic aspects of the work of educational institutions;
  - development and successful implementation of an educational institution's development strategy;
  - management of innovation processes in an educational organization;
  - increasing the competitiveness of the educational institution, ensuring stable enrollment in educational programs;
  - active and successful promotion of the educational institution in the educational services market, creating a successful brand;
  - optimize the educational institution's budget and the use of resources and infrastructure;
  - raise efficiency extra-budgetary activities ;
  - organizing teamwork, establishing productive external and internal communication and effectively resolving conflict situations.

- successful and effective implementation of leadership potential, both of our own and of the teaching staff.

**Graduate model** educational program "7M01104 - Management in Education" - the professional activity of a graduate of the master's degree in the scientific and pedagogical direction of the educational program "7M01104 - Management in Education" is carried out in:

- secondary and higher educational institutions;
- career guidance and vocational training centers, city and republican employment centers;
- centers for the study of public opinion and political technologies;
- manufacturing enterprises (HR manager);
- sports organizations ;
- medical organizations and treatment and preventive institutions;
- law enforcement agencies and penitentiary institutions, in rehabilitation and social adaptation centers for pedagogically neglected adolescents; - scientific research organizations.

A schematic model of a graduate is given in Appendix 1.

Graduates of the OP "7M01104 - Management in Education" have a range of knowledge, among which the following can be highlighted: ***Know and understand (Descriptor A):***

- demonstrate conceptual knowledge and understanding, acquired at higher education level, that provide the basis or opportunity for original development or application of ideas, often in the context of scientific research;
- the content of the regulatory framework of the education system of the Republic of Kazakhstan (laws, concepts, international agreements, standards, instructions, rules, etc.);
- priorities of modern educational policy, professional requirements for the personality of a specialist, presented by the state and society;
- theoretical and methodological foundations of training, education and development in educational organizations;
- fundamentals of managing the integrated pedagogical process;
- prospects development education ;
- fundamentals of pedagogy and psychology, learning theories, methods and means of teaching pedagogical and psychological disciplines, innovations in education;
- the essence of modern educational technologies, international and domestic experience in organizing professional education;
- achievements of the world higher education system;
- psychological patterns and mechanisms of interpersonal interaction in professional activities;
- patterns of pedagogical phenomena and processes;
- methodology of scientific and pedagogical research;
- fundamentals of applied and fundamental research activities for the implementation of scientific developments;
- the state of development of pedagogical and psychological science at the present stage;
- about scientific schools of Kazakhstan in the field of pedagogy and psychology;
- on managerial competence, in the required volume of knowledge, skills, abilities, characterizing the existing personal and professional qualities of the ideological, axiological, behavioral, parameters of consciousness and activity of a teacher of a school, organization of additional education and higher education.

***Apply knowledge and understanding (Descriptor B):***

- apply knowledge, understanding, and problem-solving abilities to new or unfamiliar situations in the contexts and frameworks of broader (or interdisciplinary) areas related to the area of study;
- implement continuous, systemic education, use the methodology and techniques for creating educational and teaching materials for the education system;
- be able to organize the implementation of educational programs;
- apply mechanisms of tolerant communication in an ethno- and multicultural environment;
- be able to carry out scientifically based diagnostics of the educational process in educational organizations;
- be able to creatively use modern teaching methods, carry out tactical and operational control;
- listening , reading, writing) in oral and written forms as a means of education .
- to have skills in using modern information technologies. ***To form judgments (***

***Descriptor C):***

- be able to monitor and evaluate students' academic achievements and development;
- possess the ability to organize and plan research work;
- possess theoretical knowledge and practical skills in organizational management activities;
- be able to involve students in scientific work;
- be able to make decisions related to solving pedagogical problems: in developing programs of activity and behavior;
- be able to maintain broad, active, creative contacts on issues of scientific and pedagogical activity;
- ability to master the technologies of conducting scientific research and publishing materials and results of scientific work;
- be able to correctly, freely and clearly formulate one's thoughts, draw conclusions and generalizations;
- process and evaluate the results of scientific research work;
- ability to assess current and final performance results;
- integrate knowledge, cope with complexity, and make judgments based on incomplete or limited information, taking into account ethical and social responsibility for the application of that judgment and knowledge;
- clearly and concisely communicate your findings and knowledge and their rationale to specialists and non-specialists. ***Skills in the field communication ( Descriptor D):***

- master the methods of pedagogical and social communication;
  - fluent in the state language, Russian language
- interethnic communication, be able to use one of the foreign languages;
- establish and maintain necessary contacts with other people, be understandable, communicate easily;
  - ability to establish effective relationships with teaching staff, parents, and children;
  - active listening, establishing contact, interest in receiving feedback and responding to it adequately;

- the ability to critically evaluate the results of one’s activities (see advantages and disadvantages, determine their causes and outline possible paths for further work;
- the ability to design and organize the educational process depending on the training profile, aimed at maintaining the mental and social well-being of students;
- in ways to ensure continuous updating of knowledge, expansion of professional skills and abilities.

***Learning Skills (Descriptor E):***

- diagnostics pedagogical problems ;
- collection, analysis, selection of information necessary for solving pedagogical and psychological problems;
- organizing individual and team work on a pedagogical problem; – planning and reporting on pedagogical activities.
- develop curricula, teaching aids for bachelor's degree disciplines ;
- organize and conduct lectures, independent work, independent professional work, and educational activities based on traditional and innovative pedagogical technologies.

A Master of Pedagogical Sciences (MPS) in the educational program "7M01104 - Management in Education" must master the following competencies: ***Universal competencies (UC):***

***UK-1 Competencies in the field of triunity of languages***

- Ability to express one's thoughts fluently and accurately, as well as translate scientific articles, technical texts, and documentation. Integrate language skills and express them in a correct, logically coherent oral and written form.
- The ability to build constructive dialogue and communication in a multicultural, multiethical and multi-confessional society, and to be capable of pedagogical cooperation.
- To master languages as a means of communication within the framework of the established specialized terminology of professional international communication, for the implementation of communication in the educational, scientific, professional and socio-cultural spheres of communication.
- The ability to perceive and extract foreign language information from monologue and dialogic oral and written texts: interviews, lectures, presentations, telephone conversations in various areas of professional and general scientific communication.
- To be able to achieve a complete and accurate understanding of information in Kazakh, Russian, and foreign languages in a professionally oriented environment, and to write summaries and annotates of information from sources.
- Know at least one foreign language at a professional level.

***UK-2 Information and Communication competence***

- Ability to take responsibility for making coordinated decisions using methods of organizing activities and interaction.
- Ability to independently conduct research, use modern equipment and computing tools, teamwork skills, and ability to adapt professionally.
- Ability to demonstrate management skills and abilities such as negotiation, communication, project management, problem solving and teamwork, methods for activating the creative abilities of a team, as well as abstract and systematic thinking.
- Proficiency in the basic methods and means of information interaction, receipt, storage, processing, interpretation, and transmission of information in the professional sphere; skills in

working with information and communication technologies; the ability to perceive and methodically summarize information, set goals, and choose ways to achieve them.

- Ability to work in a team: quickly and easily establish contacts with other people, accurately convey your thoughts and feelings, coordinate your actions with team members, correctly defend your point of view, make collective decisions, propose new options and ways to solve goals and objectives.

- Ability to mediate in negotiations, manage conflicts, and interact with specialists from other fields of knowledge.

- Ability to resolve conflicts and negotiate. Ability to find compromises and align one's opinion with that of the team.

- Ability to use modern methods of processing and interpreting scientific information.

- The ability to engage in productive dialogue, manage one's emotions, feelings, and behavior; the ability to anticipate potential tense interpersonal relationships; the ability to resolve conflict situations; and the ability to choose the optimal communication style in business situations.

- Mastery of speech as a verbal method of presenting information in the pedagogical process: competent construction of a casual dialogue, the ability to compose an informative monologue.

- self-presentation methods , techniques, and tactics for active interaction with students to organize collaborative activities to achieve specific goals. Ability to predict and justify the effectiveness of interactions in the pedagogical process.

- Use of information, communication and computer technologies in the field of professional activity.

### ***UK-3 Social and ethical competencies***

- To be aware of the requirements of professional ethics and to be willing to act in accordance with these requirements; to be intolerant of deviations from the rules of ethical conduct, including in relation to others; to possess civic responsibility and a demanding attitude towards compliance with the rules of ethical conduct.

- The ability to critically evaluate and rethink accumulated experience, reflect on professional and social activities.

- The ability to show tolerance and respect towards others.

- The desire for self-development and adaptation to new economic, social, political and cultural situations, to be mobile and adaptive morally and psychologically.

- Ability to analyze and evaluate philosophical issues when solving social and professional problems. A conscious understanding of the social significance of one's future profession and a strong, sustainable motivation to pursue professional activities.

- Ability to take initiative and find organizational and managerial solutions to problems.

- Critically analyze existing concepts, theories and approaches to the study of processes and phenomena.

- Knowledge of current methodological and philosophical problems of natural (social, humanitarian, economic) sciences.

### ***UK-4 Economic ( entrepreneurial ) competence***

- Ability to build systems of activity and interaction, methodologies for modeling and managing social and economic systems.

- Ability to carry out production or applied activities in a national and international environment.

- Ability to take initiative and be entrepreneurial.

- Ability to use regulatory and legal documents in one's activities.

- Ability to assess the market situation for goods and services.

- Ability to analyze and evaluate the state and characteristics of industry, regional and international markets.

- Ability to analyze the external environment and competitiveness of companies to determine development prospects.

- Knowledge of the contradictions and socio-economic consequences of globalization processes.

- Knowledge of the current state of the economic, political, legal, cultural and technological environment of global business partnerships.

***UK-5 Organizational and managerial competencies***

- Ability to conduct management activities that involve the creation of a strategy for the functioning and development of regional and industry-scale structures, and the organization of conditions for its implementation.

- Ability to take responsibility for achieving results.
- Ability to apply in practice knowledge of the methodology for constructing concepts, strategies, functional models of activity and interaction of employees, as well as methods for setting and systematically solving problems and tasks using acmeological approaches.
- Ability to accept and bear responsibility for solving problems and issues using innovative approaches, methods of constructing concepts and activity strategies.
- Ability to carry out management activities that involve creating a strategy for the functioning and development of structures, organizing the conditions for its implementation, and responsibility for achieving results.
- Ability to take responsibility for improving the professionalism of employees and achieving results.
- Ability to take initiative and find organizational and managerial solutions to problems.
- Ability to make sound management and marketing decisions.
- Ability to work with people taking into account their individual psychological characteristics, distribute responsibilities among them, coordinate and monitor the progress of work assignments, and maintain a favorable microclimate within the team.
- Ability to unite a team to solve important problems, motivate to achieve goals, exactingness, self-discipline, and resourcefulness.
- Utilization of strategic, project-based, and methodological aspects of activities, application of management and marketing tools, and participation in the development and implementation of innovative solutions.

#### ***UK-6 Multicultural competencies***

- The ability to recognize the value of national culture and to treat historical heritage and cultural traditions with respect and care.
- Ability and willingness to communicate adequately and effectively with individuals from diverse cultural and socioeconomic backgrounds, particularly in the context of human resources, non-profit organizations, and government agencies.
- Tolerance, interest in foreign cultures, acceptance of the existence of many cultures, respect for representatives of other ethnic cultures, and a desire for positive interethnic interaction.
- Multicultural literacy: a broad range of cultural knowledge, knowledge of universal and specific cultural categories, the ability to consciously identify oneself as a bearer of one culture while simultaneously recognizing and recognizing other identities, and to professionally assess the situation in a multicultural society, taking into account the multicultural determinacy of the behavior of representatives of different cultures; the ability to give and interpret signals of communicative role exchange and signals of termination of communication that are acceptable for a given culture.
- Knowledge of the norms and rules accepted in a given multicultural society, taking into account global norms, in order to achieve successful socialization of the individual.
- Know the social and ethical values based on public opinion, traditions, customs, social norms and be guided by them in your professional activities.
- The ability to empathize – a sensitive attitude to the mood of the interlocutor, “reading” verbal and non-verbal feedback signals, the ability to sympathize.

#### ***UK-7 Active vital position***

- Ability to develop and implement principles, strategies and mechanisms of socially responsible business practices in companies.

- 
- The ability to demonstrate purposefulness and consciousness in actions and deeds.
- The ability to carry out activities and social activity that correspond to the requirements of the activity and living conditions in society.
- Ability to maintain a healthy lifestyle.
- Ability to carry out production or applied activities in an international environment.
- Ability to professionally present and format research results, ability to self-criticism.
- The ability to demonstrate responsibility and activity in various types of activities, regardless of the conditions in which they are carried out.
- Ability to resist personal and professional deformations.
- The ability to sense the world around you, ask questions, search for the prerequisites and causes of phenomena, and express your understanding or lack of understanding of a question.
- Possession of emotional and volitional stability and motivation to achieve high results in solving professional problems.

***UK-8 Ability to continue training***

- The ability to learn, acquire new knowledge and skills in the field of mathematical, natural and socio-economic sciences and use them in professional activities. Skill demonstrate innovations in use methods training .
- The ability to learn and acquire new knowledge in the field of psychological, pedagogical, natural science and technical disciplines, and to apply this knowledge and understanding at a professional level.
- Ability to conduct research activities, the ability to assess the reliability and validity of information and act on this basis.
- Ability to use specialized theoretical and practical knowledge, some of which is at the cutting edge of the field, and to demonstrate an understanding of the existence of issues related to knowledge in the field and at the intersection of different fields.
- The ability to analyze and comprehend the realities of modern theory and practice based on the methodology of natural science knowledge and apply these methods in practice.
- The ability to work and learn independently, formalize tacit knowledge, possess self-education skills, learn from others, achieve results, and be adequately self-assessing and self-critical.

***UK-9 Creative and professional competencies***

- The ability to think creatively and approach new problems and situations creatively.
- Ability to think deeply and formulate research-based diagnostic solutions to problems by integrating knowledge from new or interdisciplinary fields and to make judgments based on incomplete or limited information.
- Ability to independently learn and develop new research methods, to change the scientific and scientific-industrial profile of activities, and to engage in innovative scientific and educational activities.
- To be able to apply knowledge of pedagogy and psychology of higher education in one's teaching activities.
- To be able to apply knowledge in the field of psychology of creativity, theoretical foundations of creative activity, skills to restructure professional activity, implement the author's innovative ideas in education, find non-standard and alternative solutions, be capable of generating new pedagogical ideas, and critical thinking.

-  
- Ability to apply experimental teaching methods in classes to develop students' creative thinking and abilities.

- Creative ability: intuition, associativity, spirituality, imagination, a sense of novelty, flexibility and critical thinking, ingenuity. The ability to see the familiar in the unfamiliar, the ability to analyze, synthesize, and combine, the ability to pose and solve unconventional problems, and a desire for the new and exciting.

Awareness of the degree of responsibility for one's actions, before society as a whole and before one's social circle.

- Professional proficiency in educational technologies that allow the presentation of educational material as a system of cognitive tasks, the solution of which is aimed at students mastering the content of the academic discipline.

- Knowledge of personality psychology and the specifics of the educational process, pedagogical communication, and mastery of the basics of psychodiagnostics for the productive involvement of students in the educational process and the implementation of personality-oriented education.

- Possession of a set of knowledge, skills, and pedagogical and research abilities necessary to perform the functions of teaching and education: the nature and patterns of the teaching and education process, modern pedagogical technologies; the ability to independently select educational material and optimal technologies for delivering it to students, to foster motivation for independent educational and cognitive activity, to share one's experience with colleagues and to learn from them.

#### ***UK-10 Research competence***

- Ability to understand the essence and technology of leading research methods.

- Ability to orientate, problematize, set goals, plan, search for and interpret data during research.

- The ability to identify and understand a research problem, formulate the research goal and justify the objectives of achieving it, and put forward scientific hypotheses.

- The ability to assimilate and reproduce theoretical knowledge, analyze, summarize and use scientific literature, apply research methods to solve a given problem, select rational and adequate research tools, independently conduct research, present research results, and prove the correctness of the solution to the research problem.

- The ability to formulate conclusions and inferences, give explanations, prove and defend one's own ideas.

- Ability to carry out analytical and planning activities, forecasting, modeling, experimentation, possessing skills in conducting individual and collective scientific research and the ability to use their results in practice, the ability to update and actualize information.

- Apply scientific methods of cognition in professional activities.

#### ***UK-11 Fundamental Mathematical, Natural Science, and Technical Competencies***

- Ability to use the basic laws of natural sciences in professional activities.

- Ability to apply methods of mathematical analysis and modeling, theoretical and experimental research.

- The ability to consciously use mathematical terms, symbols and notations.

- Ability to demonstrate mathematical intuition in various critical situations.

- Ability to use abstract, logical and analytical thinking.

- Ability to think logically and freely apply fundamental mathematical knowledge in practice.

- Ability to apply scientific knowledge to develop hypotheses and theories; possess skills and techniques for scientific analysis and evaluation of information messages, proposals, and projects; possess an understanding of the potential of natural science in solving problems of modern society in various areas of life and production. **Professional competencies (PC): PC-1 Didactic competencies**

Knowledge of basic regulatory documents, organization and management in the field of education.

- Knowledge of the theoretical foundations of teaching methods of psychology as a pedagogical science and understanding of its research methods.

- The ability to construct ideological conclusions based on psychological material.

- Experience in the creative use of the dialectical method in explaining psychological phenomena and establishing patterns, experience in the purposeful and systematic formation of a system of scientific views of students.

- Competent use of applied methods and technologies in accordance with the set goals and objectives.

#### *PC-2 Educational and training competencies*

- Ability to organize the educational process, experience in correctly constructing a lesson taking into account the two main features that characterize it: the main task and the form of organizing the students' work.

- Knowledge in understanding the goals and objectives of psychological and pedagogical education and upbringing.

- Ability to correctly structure, conduct, and reinforce the material covered; possess the skills to organize and conduct lessons to review what has been covered.

- Be able to conduct social and professional orientation of students.

- To be able to activate students' cognitive activity, combining face-to-face work with group and individual work. Experience in developing students' personal qualities, their creative and imaginative abilities.

- Possess skills in organizing and managing the educational process in educational institutions based on management.

- Ability to evaluate the effectiveness of psychological interventions, proficiency in statistical methods, self-analysis, and self-correction .

- Fostering Kazakhstani patriotism and civic responsibility, respect, cooperation, and openness.

#### *PC-3 Academic competencies*

- The ability to analyze the conditions and factors in the problems being solved, draw appropriate conclusions, determine an action plan, optimize one's activities, highlighting the main and secondary.

- Ability to define the boundaries of one's competence, adequately assess capabilities and interact with specialists in related professions (defectologist, social worker, doctor, etc.).

- The ability to construct, systematize knowledge and present it in various ways.

- Understanding the role of an educational psychologist in modern science.

- The ability to analyze and summarize information, draw appropriate conclusions, adequately use specialized terminology, formulate psychological recommendations in an accessible and understandable language, taking into account the characteristics of the learners.

- Ability to identify performance indicators, master self-analysis and self-correction in the implementation of analytical and forecasting activities, interpretation of received data, and reflection on one's own activities.

- Use consultative approaches and technologies. *PC-4 Formative (professional) competencies* - Proficiency in methods of systemic and comparative analysis.

- Formation critical thinking .

- Possession of design and forecasting skills.

- The ability to learn and improve skills throughout life.

- Skill work in a team .

Development of personal qualities: independence, responsibility, organization, purposefulness, etc.

- Mastery of oratory skills, the correct and logical presentation of one's thoughts both orally and in writing.

*PC-5 Research competencies*

- Possess the ability to understand, critically analyze and use basic psychological and pedagogical information.

- To master the methods of pedagogical and social communication.

- Possess the ability to use specialized knowledge acquired through profiling or an individual educational trajectory.

- To master the methods and methodology of psychological and pedagogical research.

- To master the methodologies and methods of psychological and pedagogical research.

- Possess the ability to compile reviews, annotations, abstracts and bibliographies on the topics of the research being conducted.

- Possess knowledge in the field of pedagogy and psychology, skills and abilities to manage information, carry out comprehensive monitoring based on psychological and pedagogical diagnostics, analysis and synthesis, be capable of pedagogical reflection, strive for continuous improvement of research culture.

- Conduct information-analytical and information-bibliographic work using modern information technologies.

- Summarize the results of experimental research and analytical work in the form of a master's thesis, article, report, analytical note, etc.

- Integrate knowledge gained across disciplines to solve research problems in new and unfamiliar environments.

*PC-6 Controlling competencies*

- Possess knowledge in the field of pedagogical management, the skills and abilities to carry out pedagogical monitoring, develop a system of pedagogical measurement indicators, develop control and assessment materials, interpret the results obtained, strive for adequate self-assessment and self-control, fairness and objectivity.

*PC-7 Software competencies*

- To master methods of selecting material for theoretical studies.

- Master methods of planning lessons and extracurricular activities.

- To possess a system of subject, psychological, pedagogical and methodological knowledge, skills and abilities in applying theoretical knowledge in professional activities, taking into account specific socio-pedagogical conditions.

- - To be aware of the professional duty of a teacher and responsibility for the results of teaching activities.

*PC-8 Developmental competencies*

- Possess knowledge in the field of modern pedagogical anthropology, study, generalize, disseminate and apply the experience of highly professional teachers, have a high motivation for teaching activities, strive for self-education and self-knowledge.

- Understand the laws of development of nature, society, and thought, and apply this knowledge in professional activities; analyze and evaluate socially significant phenomena, events, and processes; and master the basic methods of quantitative analysis and modeling, as well as theoretical and experimental research.

- The formation and development of an educated individual, capable of living in a dynamically developing environment, ready for self-realization, both in their own interests and in the interests of society.

- To expand and deepen the knowledge necessary for everyday professional activities and to continue education in doctoral studies.

*PC-9 Creative competencies*

- Possess knowledge in the field of psychology of creativity, theoretical foundations of creative activity, skills and abilities to restructure professional activity.
- To implement original innovative ideas in education.
- Find non-standard and alternative solutions.
- Be capable of generating new pedagogical ideas and critical thinking. - Ability to think abstractly, analyze, and synthesize.
- Innovative measurement .
- Active vital position .

*PC-10 Organizational and methodological competencies*

- Possess knowledge of regulatory and legal documents in the field of education, educational and instructional documentation, the skills and abilities to develop current educational and organizational documentation (didactic, control and measuring materials, etc.), possess organizational skills, and demonstrate high executive discipline.
- Know the basics of the legal system and legislation of Kazakhstan.
- Possession of organizational skills, the ability to demonstrate high executive discipline.

*PC-11 Expert-analytical competencies*

- Possess the ability to work with information to support the activities of analytical centers, public and government organizations, and the media.
- Ability to present the results of completed work in the form of reports, essays, and articles, formatted in accordance with the requirements of the labor market and employer.
- Possession of skills in independent scientific research and survey work, as well as working as part of a group.
- Understanding the essence of scientific project activities, solving standard scientific and professional problems, and correctly and logically formulating one's thoughts in oral and written form.

**The effectiveness of the educational program's objectives** will be systematically assessed through scheduled reviews at department meetings and by the School's Academic Committee, with regard to the academic performance of master's students, the results of internships, the level of retained knowledge, the quality of dissertation defense and state examinations, the degree of master's students' satisfaction with the quality of education, and the number of graduates employed in their specialty.

**2. Competency Map of the OP "7M01104 - Management in Education"**

<b>Professional competencies</b>	<b>Results training</b>
----------------------------------	-------------------------

For a responsible solution of professional tasks for a master's student The educational program requires the following competencies: theoretical and methodological; ontogenetic; socio - psychological; diagnostic; clinical and differential; professional and legal; special consulting; instrumental; manager in education.

**Know :**

- how to plan and implement programs of psychological support for individual adaptation in a group, team, including in a different ethnic environment and in the education system;
- how to make the right choice of directions and technologies of psychological influence, corresponding to the client and his problem;
- how to conduct a consultative process, corrective and developmental impact, psycho-preventive measures for declared problem ;
- How to correctly identify psychological and technological means when solving specific psychological problems.
- how to conduct a theoretical analysis of the main issues in the field of modern psychological science (general and comparative, medical, social and age-related, etc.);
- how to reveal private issues in the study of oneself as a professional and an individual;
- How to analyze personal development lines as a professional psychologist.

**Be able to :**

- to master methods of diagnosis and correction in the field of general, age and social, medical, legal psychology and psychology labor ;
- plan and conduct psychological research using basic methods of psychology;
- own technicians psychological accompanying a person as a subject of labor;
- to draw up programs of psychological training and corrective and developmental support for the individual, taking into account objective and subjective factors;
- to master the means of conducting group work, techniques and technologies for conducting psychological training.
- be able to conduct psychological diagnostics of individual differences, personality traits, cognitive and emotional-volitional spheres; be able to analyze and differentiate phenomena

	<p>functioning of the individual in activities and communication;</p> <ul style="list-style-type: none"> <li>- Select the necessary research methods and psychological support for mental pathology of the individual, conduct a neuropsychological examination. <b>Skills :</b></li> <li>- implement interaction with representatives of various age periods and social aspects, using the necessary methods, means and technologies of psychological support of the subjects of influence;</li> <li>- conduct a psychological analysis of situations, including conflicts, in the educational, social, socio -legal, political spheres and business structures;</li> <li>- to activate and guide the subjects of the educational space, correctly applying psychological and pedagogical methods and technologies of influence and development of these subjects;</li> <li>- conduct effective research and psychological support of a person as a subject of labor.</li> <li>- to master and implement technologies of correctional-developmental and consultative processes in situations of pathological personality development.</li> <li>- see lines of further personal and professional development.</li> </ul>
<b>Basic competencies</b>	<b>Results training</b>
<p>In the field of modern technologies of computer psychodiagnostics;</p> <p>in the field of practical application of scientific, theoretical, fundamental and applied psychological knowledge in the professional activities of a psychologist;</p> <p>in the field of solving professional problems of organizing and coordinating psychological support for the educational process.</p>	<p><b>To know:</b> the basics of planning and implementing psychological support for individuals and groups; technologies of psychological influence appropriate to the client and their problem.</p> <p><b>be able to:</b> apply methods of research and psychological support of the individual; create and apply programs</p> <p>psychological training and corrective developmental support of the individual, taking into account objective and subjective factors .</p>

General education competencies	Results training
In the field of native and foreign languages:	<p><b>Knowledge of</b> communication and interaction technologies and communication strategies in psychology. <b>Ability to:</b> build constructive dialogue and communicate in a multicultural, multiethnic, and multi-religious society as a future psychologist.</p> <p><b>Possess the following skills :</b> native and foreign languages, competent and developed speech in the field of psychology.</p>
In the field of fundamental mathematical, natural science and technical training:	<p><b>To know:</b> the methodology for conducting mathematical processing of the results of psychological research, natural sciences and technical disciplines that contribute to the formation of a highly educated individual with a broad outlook and culture of thinking.</p> <p><b>To be able to:</b> plan and conduct mathematical analysis of the results of psychological research, formulate and solve problems, analyze; prove the obtained results; apply formulas.</p> <p><b>Possess the following skills :</b> apply methods of analysis and synthesis to solve applied problems, apply methods of mathematical analysis and modeling, theoretical and experimental research.</p>
In the region computer technologies :	<p><b>To know:</b> computer technologies in psychological diagnostics, basic concepts, principles, theories and facts related to computer science; basic information technologies.</p> <p><b>be able to:</b> apply and utilize information and computer technologies in professional activities, in particular in psychological research.</p> <p><b>Possess skills :</b> programming using modern tools.</p>

<p>In the field of social and cultural activities:</p>	<p><b>Know:</b> features of the culture of peoples Kazakhstan, ethical, spiritual and cultural values, basic patterns and forms of regulation of social behavior, sociological approaches to the personality, traditions and culture of the peoples of Kazakhstan, trends in the development of society.</p> <p><b>To be able to:</b> conduct a psychological analysis of the cultural characteristics of the peoples of Kazakhstan, adequately navigate various social situations, think creatively, be tolerant of the traditions and cultures of other peoples of the world, and have an active life position.</p>
	<p><b>Possess skills :</b> methods of socio-cultural research, analysis of problem situations.</p>
<p>In the region ional activities :</p>	<p><b>Know:</b> Fundamental disciplines of the emerging science of psychology.</p> <p><b>Ability to:</b> utilize systems of categories and methods necessary for solving typical problems in various areas of professional practice. Apply theoretical and experimental research, basic methods of mathematical analysis and modeling to process data obtained while solving various professional problems. Conduct bibliographic and information retrieval work, and subsequently use the data to solve professional problems and prepare scientific articles, reports, conclusions, etc.</p> <p><b>Possess the following skills :</b> perceiving the personality of others, empathy , establishing trusting contact and dialogue, persuading and supporting people; finding organizational management solutions in non-standard situations and the willingness to accept responsibility for them; effectively consolidating theoretical knowledge during educational and industrial internships; consciously choosing specializations; analyzing one's activities and the ability to apply methods of emotional and cognitive regulation (to optimize) one's own activities and mental state.</p>

<p>In the field of entrepreneurial and economic activity:</p>	<p><b>Know:</b> technology of human resources management and personnel certification, career guidance and professional selection, production activities and business (production).</p> <p><b>To be able to:</b> identify methods of psychological support for human resources management and personnel certification, career guidance and professional selection, production activities and business (production).</p> <p><b>Possess the skills of :</b> using acquired knowledge on the subject in professional activities, analyzing legal and economic relations included in the area of professional activity.</p>
---	--

### 3. Main directions of development of the educational program

**Key areas of development of the educational program " 7M01104 - Management in Education"** Improvement of the educational program based on a competency-based approach:

1. Providing conditions for obtaining a comprehensive, high-quality professional education.
2. Involving employers in the process of improving the educational program, determining the professional competencies of graduates, and preparing educational and methodological support for disciplines proposed by the employer.
3. Creation innovative educational Wednesday
4. Extension educational spaces
5. Creation of a broader alternative of elective component disciplines to shape the individual trajectory and research work of a master's student.

**Development paths for the educational program "7M01104 – Management in Education":**

No.	Tasks	Main paths	Deadlines execution
-----	-------	------------	---------------------

1	<p>Training of Master's students "7M01104" Management of education" in accordance with modern requirements labor market based on the activity-competence approach.</p> <p>OP - in in with on the Vow</p>	<p>1. Formation of internship bases and conclusion of agreements with large regional enterprises, organizations and institutions for the implementation of internships and research internships for master's students on their base.</p> <p>2. Discussion of disciplines included in the elective component with employers and business structures.</p> <p>3. Introduction of new disciplines into the elective component of the educational program.</p>	<p>May - September 2021-2022 academic year  May - September 2022-2023 academic year  May - September 2023-2024 academic year  May - September 2024-2025 academic year</p> <p>December - January 2021-2022 academic year ;  December - January 2022-2023 academic year ;  December - January 2023-2024 academic year ;  December - January 2024-2025 academic year</p> <p>December - January 2021-2022 academic year ;  December - January 2022-2023 academic year ;  December - January 2023-2024 academic year ;  December - January 2024-2025 academic year</p>
2	<p>Formation contingent</p>	<p>1. Admission of persons to the number of master's students prepared for training under the program "7M01104 - Management in Education", who have consciously chosen the direction of study for the OP and scored the required number of points based on the results of the entrance exams, in accordance with the Standard Rules for Admission to Study in Educational Organizations, for the OP dated January 19 2012 , No. 111</p>	<p>June-August 2021-2022 academic year  June-August 2022-2023 academic year  June-August 2023-2024 academic year  June -August 2023-2024 academic year</p>

3	Formation of cooperation with strategic partners and others interested parties	<ol style="list-style-type: none"> <li>1. Conducting joint events with employers to develop the educational program (round tables, presentations, master classes, fairs, etc. ) .</li> <li>2. Developing modular work-based training programs with stakeholders.</li> <li>3. Coordination of joint activities with strategic partners in important and promising areas of development of the OP.</li> </ol>	<p>September-May 2021-2022 academic year ; September-May 2022-2023 academic year ; September-May 2023-2024 academic year ; September-May 2024-2025 academic year</p> <p>April-May 2021-2022 academic year April-May 2022-2023 academic year April-May 2023-2024 academic year April-May 2023-2024 academic year</p> <p>September-May 2021-2022 academic year ; September-May 2022-2023 academic year ; September-May 2023-2024 academic year ; September-May 2024-2025 academic year</p>
4	Develop tasks to improve qualification requirements	<ol style="list-style-type: none"> <li>1. Extension general pedagogical and psychological teachers . knowledge</li> <li>2. Stimulation teachers improvement pedagogical master To</li> <li>3. Development of the application of innovative skills technologies for teaching professional activities. V</li> </ol>	On regular basis
5	Creation programs development of teaching staff	<ol style="list-style-type: none"> <li>1. Determine the degree of readiness of the teaching staff to perform their functional duties.</li> <li>2. Introduction to the program adaptations .</li> <li>3. Develop a personal development plan for the teaching staff.</li> </ol>	<p>May-June 2021-2022 academic year May-June 2022-2023 academic year May-June 2023-2024 academic year May-June 2024-2025 academic year</p> <p>September 2021-2022 academic year September 2022-2023 academic year September 2023-2024</p>

			academic year September 2024-2025 academic year
6	Creating conditions for academic mobility of teachers and graduate students.	<ol style="list-style-type: none"> <li>1. Informational support .</li> <li>2. Expert support (assessment of the quality of education, assessment of the usefulness of the chosen course within the framework, individualized educational trajectories ).</li> <li>3. Organizational support (assistance in establishing contacts with other universities).</li> </ol>	September-May 2021-2022 academic year September-May 2022-2023 academic year September-May 2023-2024 academic year September-May 2024-2025 academic year

7	Conducting guest lectures and seminars.	<p>Create a plan for guest lectures.</p> <p>Inviting foreign lecturers to give lectures.</p>	<p>According to a separate plan</p> <p>September-May 2021-2022 academic year September-May 2022-2023 academic year September-May 2023-2024 academic year September-May 2023-2024 academic year</p>
8	Implementation innovative technologies in content of the educational process.	<p>Using interactive learning technologies.</p> <p>Using project-based learning technology.</p>	On constant basis
9	Organization work with Master's students in problematic scientific issues of the scientific and technical seminar.	<p>Publication of articles co-authored with a scientific supervisor.</p> <p>Implementation of research results into the practice of the educational process.</p>	<p>According to a separate plan</p> <p>September-May 2021-2022 academic year September-May 2022-2023 academic year September-May 2023-2024 academic year September-May 2024-2025 academic year</p>

10	Promotion of the scientific potential of the teaching staff, implementing "7M01104 – Management in Education"	<p>Increase the share of publications in journals recommended by the Control Committee of Education and Science of the Ministry of Education and Science of the Republic of Kazakhstan.</p> <p>Increase the share of publications in foreign journals with a non-zero impact factor.</p> <p>Development and publication by the department's faculty of educational, scientific and methodological literature for master's degree programs.</p> <p>Strengthening relations with foreign partners for the purpose of implementing joint scientific research and publishing educational literature</p>	<p>According to the individual PPS plan.</p> <p>September-May 2021-2022 academic year September-May 2022-2023 academic year September-May 2023-2024 academic year September-May 2024-2025 academic year</p> <p>According to a separate plan</p> <p>September-May 2021-2022 academic year September-May 2022-2023 academic year September-May 2023-2024 academic year September-May 2024-2025 academic year</p>
----	---	---	--

### 5. Measures to reduce the risks of OP

The following measures are used in the implementation of educational programs to reduce risks:

No. p/p	Name possible risks	Events By decrease risks

## 5. Monitoring the quality of the OP

No.	Name events	Deadlines conducting	Responsible for execution
1 1.1 1.2	- Monitoring quality educational programs : - Interior - ( questionnaire students )  - - External - (survey of employers and the public sector, assessment of graduates in the employer community)	December 2021-2022 academic year December 2022-2023 academic year December 2023-2024 academic year December 2024-2025 academic year  February-April 2021-2022 academic year February-April 2022-2023 academic year February-April 2023-2024 academic year February-April 2024-2024 academic year	Dean's office Head of Department , Advisors
2	Expertise of educational and methodological complexes	September-December 2021-2022 September -December 2022-2023 September-December 2023-2024 September-December 2024-2025	Head of Department, Academic Committee of the School
3	Analysis of the results of midterm assessments and examination sessions	In accordance with the academic calendar.	Head of Department Advisors
4	Analysis results final certification	June 2021-2022 academic year June 2022-2023 academic year June 2023-20243 academic year June 2024-2025 academic year	Head of Department , Department's teaching staff
5	Conducting open classes	According to the plan for holding open classes.	Head of the Department , Faculty of the Department
6	Mutual attendance of classes, discussion of results at department meetings	According to the schedule of mutual visits and the department's work plan.	Head of the Department , Faculty of the Department

**Appendix 1**

**Model of a graduate of the educational program 7M01101 - "Pedagogy and Psychology"**

The uniqueness of the educational program "7M01104 – Management in Education" lies in its development of modern competencies necessary for educational psychologists working in the education and social services systems. The program involves qualified university faculty and practicing psychologists from Astana. Master's students consolidate their theoretical knowledge and gain practical skills through internships at educational institutions in Astana.

Be able to independently resolve issues regarding:	Be able to use effectively in a variety of situations	Be able to :	Possess effective communication and social skills, including the ability to:	Know and understand :	Have skills :	Be competent :
Analysis of psychological and pedagogical problems of scientific research methodology, principles of applied and fundamental research activities in the field of educational management	To perform professional duties in the implementation of practical psychological and pedagogical activities in educational management	To be able to analyze and formulate an understanding of the problems of educational management in the modern conditions of social development; to think systemically and perceive psychological reality holistically, to apply analytical and diagnostic skills; to observe the rules of professional ethics;	Possess the ability to study and apply innovative practices and be highly motivated in their professional activities. Understand the theoretical and methodological foundations of scientific research, the classification of methods and scientific approaches, and present scientific texts in a reasoned and logical manner using linguistic competencies.	To know the methodology of scientific research, the basics of applied and fundamental research activities in the field of educational management; the basics of managing the holistic pedagogical process; to know the main approaches to studying theories, patterns and relationships, development trends and functioning of the phenomena under study in the context of interdisciplinary developments;	Apply theoretical and practical knowledge, skills, and research abilities in professional activities; apply adequate methods, techniques, and technologies for managing organizations in secondary, secondary specialized , and higher education systems	Possess systemic theoretical and applied knowledge and competencies in the field of educational management ; know the methodology of scientific research, the basics of applied and fundamental research activities in the field of educational management;