**SOUTH KAZAKHSTAN STATE PEDAGOGICAL UNIVERSITY**

**REPORT**

**DETERMINATION OF RATINGS FOR EVALUATING THE ACTIVITIES OF THE TEACHING STAFF OF SKSPU ON THE IMPLEMENTATION OF INDICATIVE PLANS FOR THE 2020-2021 ACADEMIC YEAR**

**SHYMKENT-2021**

In accordance with the regulations of the South Kazakhstan State Pedagogical University, the Department of Strategic Planning, management and monitoring in June 2021 summed up the results of the rating of the teaching staff, departments and faculties and the performance of indicative indicators of the teaching staff of SKSPU for the 2020-2021 academic year.

To determine the ratings for evaluating the activities of the teaching staff based on the results of the implementation of indicative plans, evaluation points were determined and approved in accordance with 88 different indicators for educational and methodological work, 155 different indicators for research and innovation work, 14 different indicators for social activities, 27 different indicators for educational and spiritual work.

The indicative plan was implemented in the automated information system Univer 2.0. The University teaching staff independently entered by login password, introduced their works on educational and methodological work, research and innovation work, social work, spiritual revival and educational work.

To determine the indicators of the indicative plan for evaluating the activities of the teaching staff according to the proposed indicators, the following work was carried out:

1. The indicative plan is developed in a special basic program for the purpose of automating the work by definition.

2. The database included reference data on the faculties, departments, teaching staff of the university with subsequent entry. quantitative data required to determine the rating of each teacher.

3. Scanned copies of motivated documents of the teaching staff have been checked.

4. As a result of this work, indicative indicators of the activity of the teaching staff were automatically evaluated.

5. The final reports on the rating indicators for the university, faculty and department are automatically received.

During the analysis of the PPP rating indicators obtained for the university, the following data were revealed:

1. The highest indicator according to the PPP ratings is 1711 points (in the 2014-2015 academic year-562.5 points, in the 2015-2016 academic year – 970.5 points, in the 2016-2017 academic year - 1486.75 points, in the 2017-2018 academic year – 1908, in the 2018-2019 academic year - 1094 points, in the 2019-2020 academic year-1183.5); the minimum indicator is 404 points (in the 2014-2015 academic year-6 points, in the 2015-2016 academic year-8 points, in the 2016-2017 academic year-24 points, in the 2017-2018 academic year-51.5 points, in the 2018-2019 academic year-50.5 points, in the 2019-2020 academic year-50.5 points).

**Participation of teaching staff in the indicative rating of the university in 2020-2021 (%)**

2. The first 10 teachers with a high rating have been identified

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| **№** | **L.N. F.N., P.** | **Position at the Department** | **score** |
| 1 | Kadirbaeva Roza Iztleuovna | Head of the Department of Mathematics, Professor of the Department of Mathematics, Professor | 1711 |
| 2 | Imanbayev Nurlan Sairamovich | Professor of the Department of Mathematics, Professor | 1258 |
| 3 | Nurimanov Bekarys Tlegenovich | Senior lecturer of the Department of the Kazakh language, PhD | 1255 |
| 4 | Masalieva Zhanar Amalbayevna | Head of the Department of Preschooland Special Pedagogy,Ph. D., Associate Professor | 1240 |
| 5 | Oralbekova Aliya Kurbanovna | Senior Lecturer of the Department of Pedagogy, PhD | 1240 |
| 6 | Jamankaraeva Madina Aldanovna | Senior lecturer of the Department of Mathematics, Ph.D. | 1238 |
| 7 | Bitemirova Aliya Yerkegulovna | Associate Professor of the Department of Chemistry, Ph.D. | 1219 |
| 8 | Madybekova Galiya Mutalievna | Acting Professor of the Department of Chemistry, Ph. D | 1194 |
| 9 | Isabek Barshagul Kashkynkyzy | Vice-rector for Academic andMethodological Work, Acting Professor | 1180 |
| 10 | Mynbaeva Akbilek Pazylkhanovna | Scientific Secretary, PhD of the Kazakh Language Department | 1058 |

The indicator of the rating of teachers who entered the top ten in the 2019-2020 academic year was the highest 1183.5 points, this year-1711 points.

Among them are Professor of the Department of Mathematics Nurlan Sairamovich Imanbayev (from 1183.5 to 1258 points), Acting Professor of the Department of Chemistry Galiya Mutalievna Madybekova (from 945 to 1194 points), senior teacher of the Department of Pedagogy Aliya Kurbanovna Oralbekova (from 624.5 to 1240 points), vice-rector for academic and methodological Work, acting professor. Isabek Barshagul Kashkinovna (from 579 to 1165 points), academic secretary, senior lecturer of the Kazakh language Department, Akbilek Pazylkhanovna Mynbayeva (from 499.9 to 1058 points), head of the Department of Preschool and Special Pedagogy Zhanar Amalbayeva Masalieva (from 485.9 to 1240 points) have been increasing their indicators for 2 years.

Kadirbaeva Roza Iztleuovna, who took the first place in the 2020-2021 academic year, is the head of 2 grant-funded scientific projects of the Committee of Science of the Ministry of Education of the Republic of Kazakhstan, the executor of the 1st grant scientific project of the Committee of Science of the Ministry of Education of the Republic of Kazakhstan, published 2 articles in domestic publications according to the list submitted by the Committee for Control in the field of education and Science of the Ministry of Education of the Republic of Kazakhstan. In the second place, Nurlan Sairamovich Imanbayev, the head of scientific projects funded by 1 grant of the Committee of Science of the Ministry of Education of the Republic of Kazakhstan, the executor of 1 grant scientific project of the Committee of Science of the Ministry of Education of the Republic of Kazakhstan, published 2 articles in scientific journals with a high impact factor registered on the Web of Science, Scopus databases, the Hirsch index was 9, according to the list provided by the Committee for Control in the field of Education and Science of the Ministry of Education of the Republic of Kazakhstan, in domestic publications-2 articles. Taking the third place, Nurimanov Bekarys Tlegenovich became the executor of 1 program targeted funding, 1 grant scientific project of the Committee of Science of the Ministry of Education and Science of the Republic of Kazakhstan,the head of 1 international project, published 1 article in a scientific journal with a high impact factor registered on the basis of Scopus, achieved success with a Hirsch index of 2. According to the list submitted by the Committee for Control in the field of education and Science of the Ministry of Education and Science of the Republic of Kazakhstan, 5 articles have been published in domestic publications.

3. Division into categories according to the rating indicators.

\* The number of teaching staff with rating indicators above 1001 points - 15 ;

\* The number of teaching staff whose rating indicators were between 701-1000 points -16 ;

\* The number of teaching staff whose rating indicators were between 401-700 points – 37;

4. The number of teaching staff at the university who took part in the overall rating is **193**.

5. Among the faculties, according to the overall rating score, the Faculty of "Natural Science" took the 1st place, the Faculty of "Physics and Mathematics" took the **2**nd place, the Faculty of "Philology" took the **3**rd place.

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| **№** | **Name of the faculty** | **Аverage score** |
| **Research Work (RW)** | **Educational and methodological work (EMW)** | **Pedagogical Work****(PW)** | **Total** |
| 1 | Natural Sciences | 277,1 | 157,6 | 74,3 | 509 |
| 2 | Physics-Mathematics | 321,5 | 110,4 | 30,8 | 462,7 |
| 3 | Philology | 219,3 | 129,2 | 45,6 | 394,1 |
| 4 | History and pedagogy | 227,7 | 80,2 | 51,3 | 359,2 |
| 5 | Art and education | 153,5 | 94,2 | 23 | 270,7 |
| 6 | Physical education and sports | 131,8 | 69 | 45,5 | 246,3 |

In the 2019-2020 academic year, according to the overall rating score among the faculties, the Faculty of Physics and Mathematics took the 1st place, the Faculty of Natural Sciences took the 2nd place, the Faculty of History and Pedagogy took the 3rd place.

The Faculty of" Natural Sciences "rose from the 2nd to the 1st place, and the Faculty of"Philology" -from the 4th to the 3rd place.

6. Among the faculties, the Faculty of "Physics and Mathematics" takes the 1st place in the average score of Educational and methodological, Pedagogical Works, the Faculty of "Natural Science" in terms of educational and methodological work and educational work.

7. Professors-teachers who showed the highest rating for the faculty:

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| № | **Name of the faculty** | **L.N. F.N., P.** | **score** |
| 1 | Physics-Mathematics | Kadirbaeva Roza Iztleuovna | 1711 |
| 2 | Philology | Nurimanov Bekarys Tlegenovich | 1255 |
| 3 | History and pedagogy | Masalieva Zhanar Amalbayevna | 1240 |
| 4 | Natural Sciences | Bitemirova Aliya Yerkegulovna | 1219 |
| 5 | Physical education and sports | Ispandiyarova Aigul Madiyarovna | 703 |
| 6 | Art and education | Dosbaganbetova Alena Torebekovna | 528 |

10. Among the departments, according to the overall rating score, the Department of Mathematics took the 1st place, the Department of Geography took the 2nd place, the Department of Russian Language and Literature took the 3rd place.

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| № | **Название кафедры** | **Аverage score** |
| **Research Work (RW)** | **Educational and methodological work (EMW)** | **Pedagogical Work****(PW)** | **Total** |
| 1 | Mathematics | 583,7 | 111,3 | 3,5 | 698,5 |
| 2 | Geography | 282 | 273,6 | 118,5 | 674,1 |
| 3 | Russian language and literature | 256,3 | 167,8 | 65,4 | 489,5 |
| 4 | Biology | 262 | 166,6 | 50,5 | 479,1 |
| 5 | Chemistry | 284 | 104,6 | 70 | 458,6 |
| 6 | Pedagogy | 299,2 | 79,1 | 62 | 440,3 |
| 7 | Physics | 282,8 | 106,2 | 31,2 | 420,2 |
| 8 | Kazakh language and literature | 262 | 102,3 | 50,8 | 415,1 |
| 9 | History of Kazakhstan andsocial disciplines | 226,9 | 83 | 83,6 | 393,5 |
| 10 | Computer science | 226,1 | 112,2 | 42,5 | 380,8 |
| 11 | English language | 134,1 | 161 | 57,1 | 352,2 |
| 12 | Psychology | 291,5 | 46,6 | 3,3 | 341,5 |
| 13 | Preschool andspecial education | 166,5 | 105,7 | 29,4 | 301,6 |
| 14 | Music education | 194,6 | 72,3 | 28,3 | 295,2 |
| 15 | Methods of primary education | 191,1 | 67,8 | 26,4 | 285,3 |
| 16 | Foreign languages | 178,9 | 96,1 | 5 | 280 |
| 17 | Vocational training andfine arts | 127 | 91,9 | 15 | 233,9 |
| 18 | Physical Culture and initialMilitary training | 167,1 | 57,4 | 38,3 | 262,8 |
| 19 | Physical Culture | 71,4 | 88,8 | 57,9 | 218,1 |

10. Among the departments, according to the overall rating score, the Department of Mathematics took the 1st place, the Department of Geography took the 2nd place, the Department of Russian Language and Literature took the 3rd place.

In the 2019-2020 academic year, according to the overall rating score, the Department of Pedagogy took the 1st place, the Department of Physics took the 2nd place, and the Department of Chemistry took the 3rd place.

In the 2019-2020 academic year, high indicators for research work were shown by the departments of Physics, mathematics, chemistry, for educational and methodological work-by the departments of Biology, preschool and special pedagogy, Russian language and literature, and for educational work-by the departments of Pedagogy, Music Education, History of Kazakhstan and social disciplines, in the 2020-2021 academic year, high indicators for research work were shown by the departments of Mathematics, Pedagogy, physics. The departments of Geography, Russian language and Literature, biology took the first places in educational work, the departments of Geography, History of Kazakhstan and social disciplines, chemistry took the first places in educational work.

The total score of the departments that took the highest places increased from 312.1 to 698.5 points, the score of the second place from 309.4 to 674.1 points, the third place from 286.9 to 489.5 points..

Compared to the 2019-2020 academic year, the maximum indicators for research work increased from 233.3 points to 583.7-350.4 points, for educational and methodological work – from 42.1 points to 273.6-231.5 points, for educational work – from 79.7 to 118.5 – 38.8 points. There was an increase in the overall score from 312.1 to 698.5 386.4 points.

In general, in the 2019-2020 academic year, the number of teaching staff at the university that took part in the rating was 220, in the 2020-2021 academic year, the number of teaching staff was 193. Comparatively, the number of teaching staff decreased by 26. In the 2019-2020 academic year, there were 5 teaching staff with rating indicators above 601 points, in the 2020-2021 academic year, the number of teaching staff with rating indicators above 1001 points was 15.

According to research work: the number of scientific projects funded by the Science Committee of the Ministry of Education and Science of the Republic of Kazakhstan and international grants and programs, the number of articles in scientific publications with a high impact factor registered on the Web of Science, Scopus databases, the number of articles of the teaching staff published in domestic publications according to the list submitted by the Committee for Control in the field of education and Science of the Ministry of Education and Science of the Republic of Kazakhstan in the 2020-2021 academic year reached high indicators. Here we are seeing growth.

The number of articles of teaching staff in scientific journals and collections based on Web of Science, Scopus, Elsevier at SKSPU was 81 (in the 2019-2020 academic year there were 72).

 Dynamics of **Research Work** indicators in comparative analysis

**General indicators of the Rating among the faculties in terms of research, educational, methodical, educational work**

**Top 10 teachers with a high Rating of the 2020-2021 academic year**

**Rating of departments by the overall average score**

**Rating indicators of teachers by category**

**SWOT analysis**

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| **Strengths** | **Weaknesses** |
| - Implementation of indicators of the indicative plan in a separate automated information system Univer 2.0 teaching staff at the beginning of the academic year;- Increase in the publication of PPP articles in scientific journals and collections. (RSCI, in publications of near and far abroad, in domestic publications according to the list provided by the Committee for Control in the field of education and science of the Ministry of Education and Science, in university, regional and industry publications, in the Bulletin of the SKSPI);- Participation of teaching staff in conferences and publication of articles in collections of conference materials;- Reviewing of teaching staff (monographs, textbooks, teaching aids, dissertations, as an expert, curriculum, scientific work of schoolchildren);- Introduction of innovative and scientific results of teaching staff into the educational process (according to the acts of implementation ) ;- Participation of teaching staff in the organization of research works (conferences, seminars)- The presence of achievements and awards in the teaching staff;- Introduction of innovative teaching technologies into the educational process (textbooks, electronic textbook, video lecture, virtual laboratory, Case-Study);- Development of teaching staff and introduction of new disciplines into the educational process of curricula;- Passing of teaching staff internships and advanced training courses;- High level of student attendance;- Management of teaching staff sports competitions of students;- Management of teaching staff mentoring work. | - Low rate of publication of a monograph among university teaching staff;- Low level of publication of articles in scientific journals and collections based on Web of Science, Scopus, Elsevier and poor work on these databases;- The small number of references to scientific articles of the teaching staff for the formation of the Hirsch index;- Low level of participation of teaching staff in the implementation of works on national and international grant financing, economic contracts and initiative projects;- The small number of patents, innovative patents, copyrights (inventions), state registration of intellectual property objects among the teaching staff of the university;- The presence of certificates of English language learning (IELTS (6,0), TOEFL PBT) only for a small number of teaching staff;- A small number of textbooks, teaching aids published under the stamp of the Ministry of Education and Science of the Republic of Kazakhstan;- A small number of university teaching staff who have studied at other universities under the academic mobility program. |
| **Opportunities** | **Threat** |
| - Support for the publication of articles in scientific journals and collections based on Web of Science, Scopus, Elsevier (81 professors ' articles are published in scientific journals and collections based on Web of Science, Scopus, Elsevier);- Freedom of publication of materials in the mass media;- Participation of teaching staff in the educational activities of the Republic of Kazakhstan (authors of textbooks, joint work with schools, supervision of scientific projects of students, jury of Olympiads, professional development).- Manage the research work and the subject Olympiad of students and take prizes. | - Low responsibility of some teaching staff to perform their duties;- Low rating indicator of PPP participation. |

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